

Workforce Innovation and
Opportunity Act in Mississippi

PROGRAM YEAR 2020 ANNUAL REPORT

July 1, 2020 to June 30, 2021



NAVIGATING
THE
WATERS

Workforce Innovation and Opportunity Act in Mississippi 2020 Annual Report

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MISSISSIPPI DEPARTMENT *of* EMPLOYMENT SECURITY

OFFICE OF THE GOVERNOR

Dear Friends:

I am pleased to submit the Mississippi Workforce Innovation and Opportunity Act (WIOA) Annual Statewide Performance Narrative for Program Year 2020. This year's report highlights *Navigating New Waters* and summarizes success stories and results of the efforts of the Mississippi Department of Employment Security (MDES) and its workforce partners.

During Program Year 2020, Mississippians experienced significant levels of unemployment along with training and educational obstacles not seen in recent years. MDES, along with our strategic partners, adapted to accommodate the changing environment and remained focused on Mississippi's Combined Plan.

Despite the effects of the COVID-19 pandemic, the adaptability of the WIOA Hub System has allowed Mississippians to access services such as job search assistance, employment and training programs, unemployment insurance, human services, vocational rehabilitation, and adult basic education during this time. The strength of the relationships between the agencies as they worked together during this program year is a highlight of WIOA in Mississippi.

Although this report features many of the accomplishments of the various partners, it only scratches the surface of the efforts made by all involved in getting Mississippians back to work as we navigate new waters.

Sincerely,

A handwritten signature in black ink, appearing to read "RL STA".

Robin Stewart
Interim Executive Director

Titles I & III: Measuring Service and Data Quality

Measuring Service and Data Quality for the WIOA customer satisfaction ratings were collected through a telephone survey of job seekers and businesses in Mississippi who participated in WIOA workforce programs. Eligible job seekers had received help finding a job within the last several months and were either adults or dislocated workers. Eligible businesses had received a substantial service that had either been completed or was ongoing at the time of the survey. In order to improve the response rate, a letter was mailed to each participant to be surveyed prior to conducting the telephone survey. A total of 1,000 surveys were completed with each group accounting for 500 surveys. The participation results are as follow:

SURVEY COMPLETION RESULTS			
	SURVEY PARTICIPANTS	SURVEYS COMPLETED	RESPONSE RATE
Job Seeker	1,046	500	47.80%
Businesses	984	500	50.81%

Results being generalized to each type of customer indicate that both businesses and job seekers are satisfied with the services they received from the local WIN Job Centers. This suggests that local WIN Job Centers are consistently meeting the needs of their customers. Overall, the state-level results are largely reflected across WIOA areas, indicating that job seekers and businesses are satisfied with the services they are receiving from the WIN Job Centers in their area.

Survey Questions

Three questions were used to determine how satisfied job seekers and businesses were with the services they received. Question 1 asked job seekers or businesses to rate their overall satisfaction with the services received. Question 2 asked how closely the services received met the expectations of the job seeker or business. Question 3 asked if the services received were ideal for an individual or business in the same circumstances.

Response from each of the three questions were used to calculate the American Customer Satisfaction Index (ACSI).

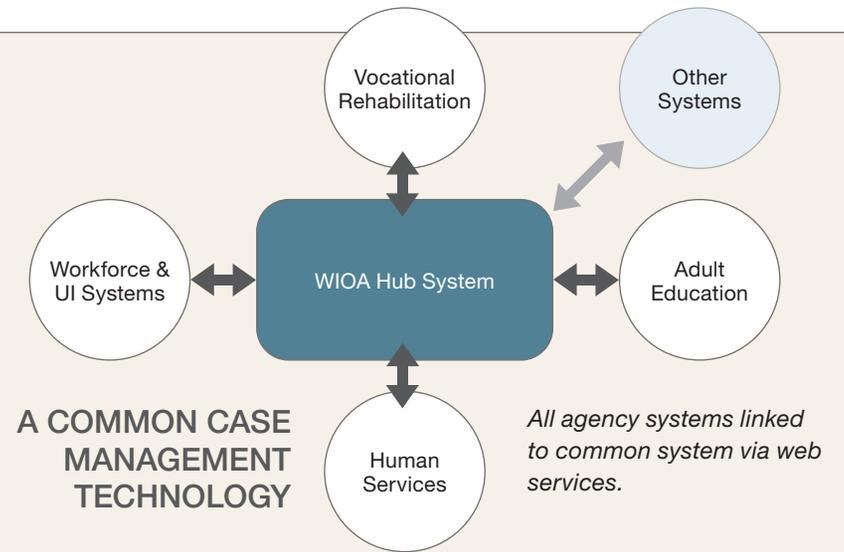
2020 JOB SEEKER SATISFACTION	
	RATE
Delta	87.11
MS Partnership	85.08
Southcentral	83.43
Twin Districts	79.97
State Average	83.81

2020 BUSINESS SATISFACTION	
	RATE
Delta	67.54
MS Partnership	65.41
Southcentral	65.93
Twin Districts	70.85
State Average	67.47

In addition to sharing the annual results with the local workforce areas and agency management, the MDES staff also participates in quarterly meetings with workforce managers ensuring that customer satisfaction remains a high priority. Feedback will be used by the four local workforce areas and results incorporated in customer service training for staff in the WIN Job Centers.

WIOA Hub

Mississippi designed and developed a data system called the WIOA Hub to assist individuals across the WIOA partner agencies. A key goal of WIOA is to ensure that a Mississippian is connected to all services they need to connect to a job. Services from Mississippi’s WIOA partners help remove barriers to work such as childcare needs, lack of transportation, lack of a high-school diploma, help searching for a job, or help to overcome a disability. The Hub allows agencies to work together to ensure that customers get connected to the mixture of services they need to succeed. A key activity of WIOA implementation in Mississippi was creating a comprehensive dictionary of all the services provided by WIOA partners.

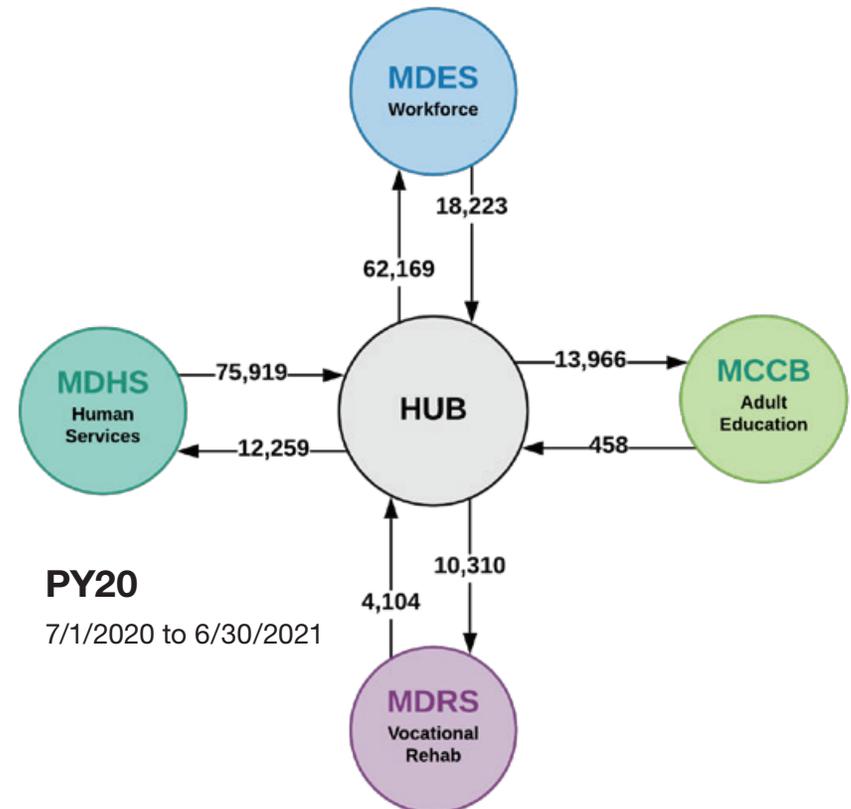


Services Provided

For program year 2020 (7/1/2020 to 6/30/2021), participants served by WIOA partners through the interagency WIOA Hub received over 345 distinct kinds of services. These services include transportation services, career planning, adult education training and testing, on-the-job training, household cash assistance, and even the purchase of assistive technologies to help remove barriers to work for Mississippians with disabilities. The most common service provided by MDES was reaching out to WIOA participants by email, phone, or a mailed letter with information about a good job opportunity—in fact, MDES did this 235,464 times!

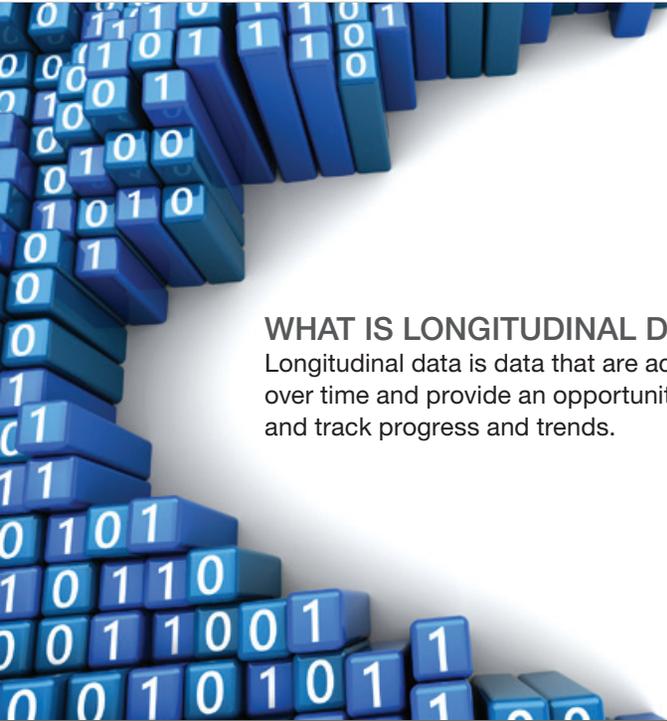
Referrals

The Hub plays a key role in allowing agencies to refer customers electronically, with the goal that no one falls through procedural cracks. The Hub is like a post office and every participating WIOA partner agency can use their own systems (mailboxes) to send and receive referrals to each other.



State Longitudinal Data System (SLDS)

MDES continues to successfully use the SLDS system which was made possible by a Workforce Data Quality Initiative (WDQI) grant from a previous year.



WHAT IS LONGITUDINAL DATA?

Longitudinal data is data that are accumulated over time and provide an opportunity to identify and track progress and trends.



WHAT IS SLDS?

SLDS is a state system that uses state data as a valuable resource for understanding how to improve services, ensure good educational outcomes, and guarantee training that leads to good jobs. The data for Mississippi's SLDS are provided by state agencies that serve Mississippians in the areas of education, human services, corrections, vocational rehabilitation services, and employment security. This provides a complete picture of the state.

HOW DOES THE SLDS HELP EVERY MISSISSIPPIAN?

There are many ways that SLDS helps, but one clear example is in the area of economic development. Imagine you wanted to start a company in Mississippi that uses pine wood to make custom furniture. One look around shows that there are plenty of pine trees, but what about skilled workers? The SLDS allows prospective companies to see Mississippi's people as clearly as they see the trees. SLDS data provide an accurate picture of available workers, including the training pipeline, that a company can use when deciding to locate in Mississippi, giving Mississippi a huge advantage.

Eligible Training Provider List

Mississippi's ETPL website contains information about approved training providers and programs. The purpose of the ETPL is to provide customer-focused employment training. Training providers who are eligible to receive Individual Training Accounts (ITAs) through WIOA Title I-B funds are listed on the ETPL.

Training Service Providers may apply to have new training courses added to the list and may edit existing training courses during the State's annual open enrollment and recertification period, April 1-15. System Administrators may access the database for approval or denial of programs.

ELIGIBLE TRAINING PROVIDER LIST
Available Online
Serving 1,374 Participants
Serving 41 Providers
Offering 725 Courses
229 Courses Utilized by Participants
Tracks ITAs
Tracks OJTs
Tracks Payments
Interacts Daily with the DFA system/MAGIC

Data Validation

Data Validation is conducted and documented on a quarterly basis according to prior established processes and procedures. Training is conducted on an as-needed basis when requested by Local Workforce Development Areas. MDES Performance and Reporting Unit staff are required to attend annual Department of Labor training regarding WIOA guidance.

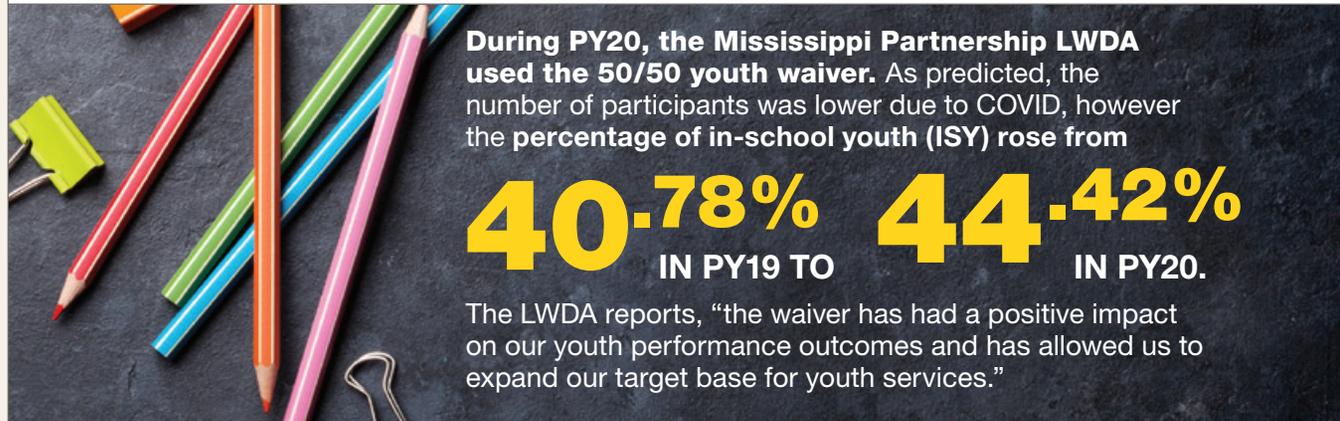
During the preparation of the Participant Individual Record Layout (PIRL), personnel of the National Strategic Planning and Analysis Center (nSPARC) at Mississippi State University reviews program data for errors, missing data, out-of-range values, and anomalies. Quarterly program reviews are performed by the Performance and Reporting Unit at MDES prior to presenting the results to MDES management for approval and certification.

Data Validation was a high priority during Program Year 2020 at MDES. Along with the cooperation of nSPARC, the Performance and Reporting Unit at MDES initiated several projects to improve data integrity. These initiatives targeted data elements in all WIOA programs and included such topics as priority of service, proper resulting of services, and other miscellaneous topics.

MDES will continue to focus on improving processes and procedures to include quarterly data validation activities and more frequent training opportunities for location personnel.

Mississippi Active Waivers

Mississippi requested a waiver associated with the requirement at WIOA Section 129(a)(4) (A) and 20 CFR 681.410 that the State and Local Areas expend 75 percent of the Governor's Reserve youth funds and Local Formula youth funds on Out-of-School Youth (OSY). The U.S. Department of Labor approved this waiver for Program Years (PYs) 2019 and 2020. Under this waiver, the State and local areas may lower the expenditure requirement of Governor's Reserve and local formula funds from 75 to 50 percent for OSY.



The LWDA has been able to build strategic partnerships to improve services and leverage resources for youth in the workforce area. They have enhanced linkages to local education agencies and other agencies and maximized the use of workforce programs. This is helping to build a progressive pipeline of employees for industry by exposing and linking youth in high school to short-term (up to 2 years) workforce programs after high school graduation.

The State of Mississippi's graduation requirements changed for students who entered the 9th grade in August 2018, and all students are required to complete a College & Career Readiness Course or complete 140 hours of work-based learning activities. This waiver has helped the LWDA provide work-based learning opportunities and career exploration as well as mitigate dropout behaviors and improve student retention. Early intervention will increase attachment to the workforce and enrollment in post-secondary training.

The state will build on the success of Mississippi Partnership with the Delta LWDA planning an in-school pilot project and Twin Districts LWDA expanding their PY20 ISY pilot project. Both expansions may require the LWDA's to take advantage of the waiver.

Data will be reported as performance measures become available.

GOVERNOR'S RESERVE FUNDING

Jobs for Mississippi Graduates, Inc. (JMG)

For Program Year 2020, JMG provided workforce-, college-, and career-readiness to youth in Mississippi. JMG achieved this task by providing participants with employability skills curriculum to achieve employment and have a successful career pathway. The services provided by JMG include giving students assignments that teach the importance of FAFSA, college, resume writing, budgeting, maintaining a good credit score, and interest rates. JMG had a graduation rate of 100% and over \$2,403,356.00 in scholarships received. JMG also reported 67 students are now employed with over 272 college admissions and one in the Armed Forces.



Jobs *for*
Mississippi
Graduates

Jobs for Mississippi Graduates (JMG) launched its program at Forest Hill High School about four years ago as a **catalyst to enrich and empower challenged students**. Nikita Sutton took full advantage of what was offered and became a participant of the program. She saw it as an opportunity to help her become the best she could be. Ms. Sutton was withdrawn with a quiet demeanor and would not go out of her way to prove her potential. Ms. Sutton blossomed to a very resourceful, inquisitive, and highly motivated individual as she was exposed to the many experiences of the JMG program.

After graduation from Forest Hill High School, Ms. Sutton continued participation in the JMG's Out-of-School program and was employed as an Office Assistant at the Central Office of JMG. Ms. Sutton also enrolled at Holmes Community College, studying Pre-Physical Therapy and successfully obtained an Associate of Arts Degree in July 2020. She plans to further her education by attending Jackson State University where she will continue her studies in Pre-Physical Therapy. The formerly shy Ms. Sutton served as a volunteer at Stewpot, the Governor's Mansion, Med Corp of Byram, and completed an internship at McCollum Physical Therapy of Jackson during her time in the JMG program. These assignments widened her background of experience and helped prepare her to successfully work with people.

Ms. Sutton is dually employed at Methodist Rehabilitation Center in Jackson as a Physical Therapist Technician and at First Name Basis of Ridgeland as a Certified Nursing Assistant.

JMG had a
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Derek Brewer, a 19-year-old high school graduate, entered the Maritime Multi-Craft program, which includes the heavy equipment operations training in June 2021. Mr. Brewer started this program due to his love of the outdoors, fishing, and hunting and his desire to become a boat mechanic. The first semester of the program included the Heavy Equipment Operator I component. At the conclusion of the semester, Mr. Brewer decided to try to find employment to help cover his expenses while in school. Because of the training he received in that one semester of the HEOT program, he was hired as a first level operator with a company that operates heavy equipment for a multitude of different jobs. The company has reached out to the instructor of the program inquiring about additional students who need employment.

Mississippi Gulf Coast Community College

The Heavy Equipment Operator Training (HEOT) program provides students with hands-on training with heavy machinery. Throughout the program, students learn how to control and maneuver equipment that is used in settings that include road construction, factory buildings, industry production, and other structures.

The HEOT program was blended with Commercial Truck Driving and Heavy Equipment Maintenance Technology to create multi-craft cross training that is essential in the areas of safety, service/preventative maintenance, and equipment operations. As a result of this technology pairing, the HEOT program performance measures have been exceeded by 25%. This trend is expected to continue through the end of the grant period.

The purchase of the trainer equipment proved extremely beneficial during the spring when an excessive amount of rain prevented outdoor training. Students moved indoor to the lab and training continued.



Goodwill Industries of Mississippi (Goodwill)

Goodwill Industries of Mississippi (Goodwill) uses funds to give individuals the necessary skillsets to become job-ready throughout the digital world. The program is open to the public and assists those with disabilities and barriers. Goodwill provides basic to intermediate digital and computer skills training.

During PY20, Goodwill had 26,175 total participants with 23,970 individuals participating in education and outreach, which is 667% of the original 3,600 goal.



Dependable Source Corp. (DSC)-CDL Program

The DSC training program enables individuals who are ages 16 through 24, ex-offenders, and/or women to complete the truck driver CDL and NCCER standardized construction and maintenance programs that can lead directly to a career.

In PY20, DSC reached 100% of their projected goals by enrolling, training, graduating, and finding jobs for all 44 participants. Graduates and new hires are on their way to success with jobs that average \$45,000-\$70,000 annually.

Mississippi Prison Industries Corporation (MPIC)

Mississippi Prison Industries Corporation (MPIC) is a program that provides pre/post-release adult education, soft skills training, on-the-job skills training, employment connections, and supportive services to incarcerated individuals who are 21 years of age or older and have a reentry/release date within the next 18 months.

During PY20, MPIC had a total of 192 individuals enrolled in the program with an overall completion rate of 91.3%. Of those who completed the program and were released, 17 were placed in employment.



Refill Café

The purpose of the Refill Jackson Initiative is to empower individuals from Central Mississippi who are out-of-school youth, ages 18 to 24, or at-risk adults. By participating in this program, members become confident, job-ready, and motivated to enter and remain in the workforce. The program strives to meet the needs of students and employers by teaching necessary job skills, addressing barriers to employment, and providing classroom instruction and on-the-job training. Following training and classroom instruction, the program allows continued access to staff support and services, a paid internship, opportunities to advance education, and linkages to potential employers.

The Refill Jackson Initiative graduated 27 students between July 2020 and June 30, 2021. The average graduation rate during the year was 73.5%. Throughout the 2020 cohorts, nine members gained full employment while other students earned their credentials and pursued post-secondary education. Six students pursued employment from the 2021 cohort. Members and staff continue to work together to improve outcomes.



Mr. Walter Johnson has been system-involved most of his life. Having never held a job, he became a student in the Refill Jackson Initiative program in March 2021. He said he wanted to join Refill to become more independent, which included learning new job skills to understand how to work with others and how to work on his own. During his On-the-Job-Training (OJT) experience, Mr. Johnson worked at St. Dominic's Hospital in the patient transport department and learned to successfully transport patients. Mr. Johnson graduated in May 2021 and accepted a job in environmental services at St. Dominic's. His strong work ethic during his OJT assignment led to a job offer. His continued employment marks a significant step in his desire for independence and self-sustainability.

MISSISSIPPI APPRENTICESHIP PROGRAM (MAP)



The Mississippi Apprenticeship Program (MAP) works with community college and industry partners across the state to strengthen the workforce and provide more opportunities for Mississippians to participate in apprenticeship programs. These programs represent a variety of fields such as manufacturing, transportation and logistics, energy and utilities, banking and finance, and more that enable our state's residents to earn a living wage while learning a new skill that could lead to a meaningful career.

As a part of these efforts, MAP works to ensure people of diverse backgrounds learn about and take advantage of these programs across the state. We want to attract more businesses, industry, and community college partners to apprenticeship so that, regardless of their backgrounds, Mississippians have a chance to earn a family-sustaining wage. At the same time, they learn a new trade or profession.



Keesler Federal Credit Union and MAP Celebrate the Graduating Apprenticeship Class of 2020

The Registered Apprenticeship (RA) program at Keesler Federal Credit Union (Keesler) creates career advancement opportunities for its employees using a unique approach to learning that is the first-of-its-kind for the financial sector in Mississippi.

Leslie Harvey has worked for Keesler for more than ten years. She began her career as a teller and received several promotions during her tenure. Most recently, Ms. Harvey took on a new role as branch manager, which she credits with her completing the apprenticeship program.

According to Ms. Harvey, the program demonstrates how Keesler gives back to its employees and helps them develop. All nine of the participants who graduated from the program received promotions. The credit union offers bonuses and raises to employees who complete the program. “It really is proof that doing the hard work and going through that program did make a difference in my career.”

Ms. Harvey said the most rewarding part of the program is achieving one of her longtime goals of becoming a branch manager. “It was also great to see a group of us from different departments learn from each other.”



Registered
Apprenticeship
Program



KeeslerFederal 
CREDIT UNION

Apprenticeship programs benefit both the company and the apprentices by creating loyal and knowledgeable employees leading to lower turnover rates, which positively impacts the company's bottom-line.

Ms. Harvey now encourages other team members to participate in the program. “Two-years feels like a long time, but once you get done with each class, and you can see actual results, it is worth it. It's made me a better leader.”

MGCCC Partnership with Halter Marine Will Create Apprenticeship Program

A new apprenticeship program between Halter Marine and Mississippi Gulf Coast Community College creates that opportunity to earn while you learn. The program will begin in the fall with 25 students in each of five fields. The first programs will be in ship fitting, welding, pipefitting, pipe welding and electrical. Eventually, it will expand to 11 fields.

When Halter Marine in Pascagoula signed a contract to build two icebreakers for the U.S. Coast Guard, it created the need for a larger workforce. It also created the opportunity for this new partnership. The two organizations signed the agreement in a ceremony at the shipyard on Friday.

“The apprenticeship program will directly tie in because it will custom train individuals for the fields that we need in order to produce the Polar Security Cutters,” said Ron Baczkowski, CEO of Halter Marine.

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Halter Marine &  MGCCC
Mississippi Gulf Coast Community College

APPRENTICESHIP
program

“The great thing about this partnership is these students are being paid by VT Halter Marine because they are productive employees,” said Jonathan Woodward, Executive Vice President of Teaching, Learning and Community Campus for MGCCC. “So, in the end, it reduces the cost for the students while they are earning a livable wage. This really puts the pieces of the puzzle together of workforce needs and educational relevance.”

SERVICES TO VETERANS

The Jobs for Veterans State Grant (JVSG) Program is fully integrated as an essential part of the WIN Job Center network. Between October 1, 2020, and September 30, 2021. Approximately 191 veterans were served under the JVSG program. Of the veterans served, 189, or 98.9%, were given individualized career services.



Integration

Disabled Veterans Outreach Program (DVOP) Specialists funded through the Jobs for Veterans State Grant (JVSG) are included among the WIN Job Center partner staff. The WIN Job Center staff assist veterans, eligible spouses, and other covered persons.

Veterans and eligible spouses are asked to complete an assessment form to determine if they have significant barriers to employment. The WIN Job Center staff provide initial basic career services and refer veterans/eligible spouses with barriers to the DVOP Specialist for individualized career services.

Local Veterans Employment Representatives (LVER) are viable and effective partners in the WIN Job Center delivery system. They participate in employer outreach, job fairs, and other activities related to the JVSG guidelines. LVERs are key members on the MDES Business Services Team participating in business development activities, employer outreach efforts, and in developing jobs

for veterans. To better meet the needs of businesses wishing to hire veterans, a coordinated approach to business outreach and service delivery includes the LVER and other WIN Job Center staff.

Priority of Service

Veterans and eligible spouses (Covered Persons) are given priority of service for the receipt of employment, training, and placement services provided under all Department of Labor-funded programs. These include Wagner-Peyser, National Dislocated Worker Grants, Trade Adjustment Assistance, and the Senior Community Service Employment Program.

WIN Job Center staff identify covered persons at the point of entry to the system. They make each individual aware of their entitlement to priority of service, available programs and services, and eligibility requirements for those programs or services.

To ensure veterans receive consideration for all opportunities for which they qualify, MDES ensures covered persons are aware of (1) their entitlement to priority of service, (2) the full array of employment, training, and placement services available through the WIN Job Centers and all service points, and (3) that all applicable eligibility requirements for these programs are understood and applied.

MDES will also utilize the following as means of providing priority of service:

- Referral of qualified veterans to new job openings, especially Federal Contractor job orders, prior to all non-veteran job referral activity; and
- Placement of veterans at the top of WIOA waiting lists for limited training funds in Individual Training Accounts and On-the-Job Training (ITA and OJT).

MDES management will monitor priority of service by reviewing quarterly, monthly, and ad hoc performance reports.

SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM (SCSEP)

SCSEP is a community service and work-based job training program for older Americans who are low-income and unemployed. Participants gain work experience through a variety of community service activities at non-profit and public facilities. Participants average 20 hours a week and are paid the local minimum wage.

The impact of COVID-19 was felt during the year among the seniors who participate in SCSEP. Most of the year was spent quarantining at home and receiving Emergency Paid Sick Leave due to the rise of the virus. The Planning and Development Districts that oversee the program searched for creative ways to maintain contact with the elderly participants. Weekly phone calls, virtual meetings, on-line training opportunities, and newsletters were used to continue serving the participants.



Annie Bennett felt that her life's calling had always been in the service industry, and had spent many years working as a CNA. She loved helping others, driving the van, working in the doctors' offices, greeting patients, and scheduling appointments.

But, Ms. Bennett knew the importance of maintaining and gaining knowledge, so she attended Jones College to enhance her computer skills. She then entered the SCSEP program and was assigned to the Samaritan Closet and Pantry where she served those in need.

During the pandemic, when everyone was "sheltering in place" or working remotely, many needed the services of the Samaritan Closet and Pantry. Ms. Bennett's excellent customer service skills and sunny disposition earned her a call from the management staff with the offer of a permanent position. She quickly accepted the offer and began doing what she does best: serving others with a pleasant word, a cheery attitude, and a warm smile.

SCSEP provided the upgraded skills Ms. Bennett needed so she can continue serving others.



TITLES I & III: WORKFORCE SERVICES

Working with Job Candidates and Laid-Off Workers

Mississippi's network of WIN Job Centers is the centerpiece of the Mississippi Workforce Investment Network (WIN). These centers provide easy access to employment services such as education and training for workers, human resource assistance for businesses, and information for economic developers. During Program Year 2020, over 34,300 participants were served under Wagner-Peyser utilizing \$5,374,826 at a cost of \$156 per participant.

Job Search and Placement Assistance

WIN Job Center staff members help customers find work. They also help businesses find employees. People looking for work use WIN Job Center computers to search for jobs on their own or work with available staff. WIN Job Center staff also help clients create or update resumes, conduct job searches, and prepare for job interviews. Staff members provide information on high-demand occupations and available job training to help them be more competitive in the job market.

Information On and Referral to Training

The WIN Job Center staff and online resources connect customers to employment services and training programs of MDES and our workforce partners. Training programs are available to eligible individuals enrolled in Workforce Innovation and Opportunity Act programs who cannot find adequate employment through normal job search strategies.

Assistance on-site or by referral may include occupational skills training, On-the-Job Training, entrepreneurial training, skills upgrading, job readiness training, and adult education and literacy activities. Some workers may be eligible to receive Individual Training Accounts that allow them to choose educational options from a list of eligible training providers.

Internet Access for Job Openings and Resume Posting

People looking for training or jobs have access to Internet-connected computers and WIN Job Center staff members assist with computer-based career exploration and job openings.

Access to Office Equipment

Customers have free access to computers, telephones, fax machines, and photocopiers to aid them in their job search.

Working with Businesses

Businesses operating in Mississippi or considering a move to the state will find the WIN in Mississippi system and the WIN Job Centers eager to assist with searching for qualified employees, researching state, local and federal regulations, exploring the state's economic development services, and more.

In support of Mississippi businesses, WIN Job Centers provide a vast array of services, including providing E-Verify, hosting job fairs, posting jobs, screening potential workers, providing meaningful data about Mississippi's labor market, and providing training services all at no cost to businesses and workers.

The WIN in Mississippi system works to gather and produce meaningful information that identifies business needs and employee skill levels. The WIN Job Centers provide information on a variety of services and training opportunities to help businesses.

Recruitment and Screening

- Recruit, screen, and refer a variety of job seekers, ranging from entry-level workers to skilled professionals.
- Recruit full-time, part-time, and seasonal workers.
- Post job openings.
- Host job fairs.
- Partner with businesses to clarify job descriptions and eligibility criteria.
- Screen applicants to ensure that the right workers with the right skills are referred.
- Provide access to federal funding for programs.

Training

- On-the-Job Training helps businesses find workers by reimbursing a portion of expenses incurred during the initial training process. The WIN Job Center can reimburse a company up to one-half the cost of training eligible workers through On-the-Job Training. Reimbursement is based on the trainee's wage at hire date. The amount available to be reimbursed depends upon the intensity of the skills required for the position. On-the-Job Training is limited to 50 percent of a business's workforce and is at the discretion of the Local Workforce Development Board. Businesses may be reimbursed for up to six months. The length of training usually ranges from 160

hours to 1,040 hours per employee. Upon completion of the training, the company may be eligible for the federal Work Opportunity Tax Credit.

- Refer businesses and job seekers to training programs that support human resource departments.
- Provide information on other types of training services such as pre-employment, incumbent worker, and customized training, which assist the company with the cost of skills upgrading.

Other Services

- Provide businesses with access to the labor pool.
- Provide information about wages and employment trends.
- Keep companies informed about state demographic and economic information.
- Provide information on Alien Employment Certification guidelines.
- Provide office space for interviewing and on-site screening.
- Help businesses determine eligibility for the Work Opportunity Tax Credit, a federal tax savings of up to \$9,600 per person for hiring workers from certain target groups.
- Assist companies with Rapid Response services to help manage layoffs and closures.



Effectiveness In Serving Employers

The state has chosen Employer Penetration Rate and Repeat Business Customers Rate as the two approaches for the Effectiveness in Serving Employers performance indicator pilot. During Program Year 2020, the Employer Penetration Rate was 10.4% and the Repeat Business Customers Rate was 31.5%.

Rapid Response

In an increasing globalized and highly competitive economy, businesses are rarely stable. Businesses are constantly growing or shrinking, or facing barriers such as the pandemic that continues to affect the workforce.

Rapid Response (RR) teams collaborate with the Local Workforce Development Areas (LWDAs), State, and area partners to quickly maximize public and private resources in an effort to minimize the disruptions that are associated with business closures or layoffs.

Customized services are made available on-site or via online applications to accommodate the needs of the business owners and affected employees to assist in the transitions that are associated with job loss. This early intervention promotes reemployment and is designed to bring together many separate partners to seamlessly provide an array of services.

Layoff Aversion early intervention is another tool used by the RR team to help avert layoffs and/or closures. The LWDAs take the lead in working with local businesses to create an ongoing engagement, partnership, and relationship, building activities with businesses in the community that enable the workers to obtain reemployment as soon as possible, which can lower the need for unemployment insurance (UI) benefits payments. Mississippi continues to adapt to the many unique needs of industry during a pandemic, by streamlining our process to help businesses and employees faced with either temporary or permanent layoffs. Employers can submit basic employee information that will initiate UI claims for all affected employees.



During PY20, the RR team provided services to

19,647

EMPLOYEES AND

144

BUSINESSES

that were affected by layoffs or closures.



“I wanted to thank you and the entire Rapid Response team for speaking to our team at Highly Marelli.

With unfortunate situations such as our case at HMUS, it is imperative to gain the participation of experts in the field of employment/supplemental services. Your willingness to share your time and expertise in this area was critical to the success of making our team members aware of the resources available after we close. I hope to keep in touch to gain more valuable information related to additional questions our team members may have. Once again, thanks so very much for your support!”

— Jazman Turner/Human Resources Department

EMPLOYMENT SERVICES

Performance Information

The following tables show attainment rates on each performance measure for the state as a whole. Each year, Mississippi negotiates attainment rates on each common performance measure with the U. S. Department of Labor. All of the data in Mississippi's WIOA performance reports is uniformly reported and validated in accordance with federal requirements.



MISSISSIPPI STATEWIDE PERFORMANCE

STATEWIDE REPORTED INFORMATION	NEGOTIATED LEVEL	ACTUAL LEVEL
Adult Employment Rate 2nd Quarter After Exit	81.0%	84.7%
Adult Employment Rate 4th Quarter After Exit	78.0%	83.7%
Adult Median Earnings 2nd Quarter After Exit	\$5,400	\$6,430
Adult Credential Attainment Rate 4th Quarter After Exit	54.0%	70.3%
Adult Measurable Skill Gain	50.0%	61.1%
Dislocated Worker Employment Rate 2nd Quarter After Exit	74.0%	71.3%
Dislocated Worker Employment Rate 4th Quarter After Exit	67.0%	74.3%
Dislocated Worker Median Earnings 2nd Quarter After Exit	\$5,300	\$5,656
Dislocated Worker Credential Attainment Rate 4th Quarter After Exit	52.0%	69.1%
Dislocated Worker Measurable Skill Gain	45.5%	65.4%
Youth Employment Rate 2nd Quarter After Exit	74.0%	82.2%
Youth Employment Rate 4th Quarter Exit	72.0%	79.3%
Youth Credential Attainment Rate 4th Quarter After Exit	71.0%	71.3%
Youth Measurable Skill Gain	48.0%	63.8%
Youth Median Earnings 2nd Quarter After Exit	\$2,650	\$3,266
Wagner Peyser Employment Rate 2nd Quarter After Exit	65.0%	73.1%
Wagner Peyser Employment Rate 4th Quarter After Exit	65.0%	73.4%
Wagner Peyser Median Earnings 2nd Quarter After Exit	\$4,000	\$4,378

PY20 Cost Per Participant

The state was successful in providing WIOA Title I Program Services that assisted 9,594 participants at a total cost of \$23,122,699. The breakdown of these services along with the cost per participant is outlined in the table below.

WIOA TITLE I PROGRAM YEAR 2020 EXPENDITURES

WIOA TITLE I PROGRAMS	EXPENDITURES	PARTICIPANTS	COST PER PARTICIPANT
ADULT			
Career Services (Basic and Individual)	\$1,704,861	3,637	\$468.75
Training Services	\$6,019,821	2,163	\$2,783.09
Total Adult	\$7,724,682	5,800	\$1,331.84
DISLOCATED WORKER			
Career Services (Basic and Individual)	\$5,551,315	2,155	\$2,576.02
Training Services	\$2,412,175	474	\$5,088.98
Total Dislocated Worker	\$7,963,490	2,629	\$3,029.09
YOUTH			
Career Services (Basic and Individual)	\$6,066,502	1,048	\$5,788.65
Training Services	\$1,368,025	117	\$11,692.52
Total Youth	\$7,434,527	1,165	\$6,381.57
Total WIOA Title I Program Year Expenditures	\$23,122,699	9,594	\$2,410.12

APPENDIX A

Title II, Title IV, and Mississippi Department of Human Services

Title II: Adult Education Mississippi Community College Board

To support Governor Reeves' plan for improving workforce development and training more Mississippians into higher paying job opportunities, the Office of Adult Education (OAE) designed multi-level career pathways aligned to the state's job sector strategies, changed the way education and training are delivered, and aligned services within and across providers for a common goal – equipping students with relevant skills and certifications to obtain family sustaining employment.

With Mississippi's job readiness course, Smart Start, and the National Career Readiness Certificate (NCRC) serving as the foundation elements to career pathways, students are able to explore and develop further academic competencies to transition into further customized training to achieve industry recognized credentials, whether through short-term workforce training and/or Career-Technical programs.



Smart Start Pathway Course

Participants earn the Smart Start Credential, a 45-hour work-ready program of study that includes the NCRC, other stackable credentials, and completed coursework in: communication, teamwork, professionalism, critical thinking, and problem solving. For FY 2020-2021, the OAE awarded 1,889 Smart Start Credentials and 2,719 National Career Readiness Certificates.

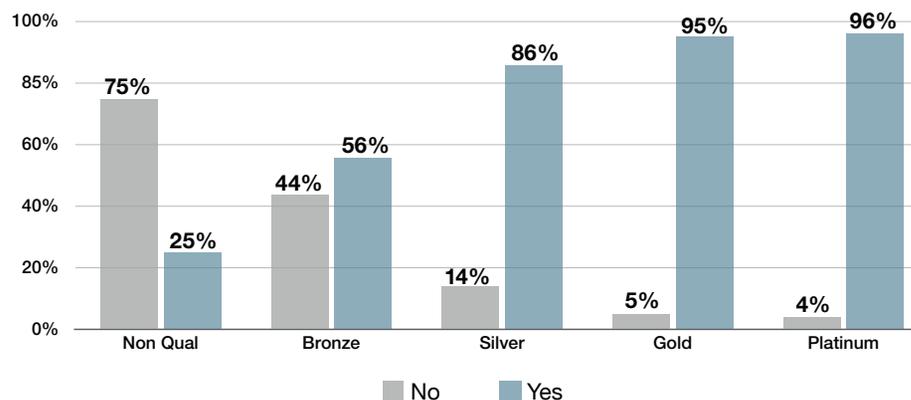
The Smart Start Pathway Course now serves as a dual credit substitution for the K-12 graduation requirement, College and Career Readiness Course.

National Career Readiness Certificate

In FY 2020-2021, the OAE had 2,719 participants to receive the NCRC which supports Mississippi's endeavors in becoming a work ready state.

Preliminary results show a distinct correlation between participants receiving a high school equivalency (GED or HiSET) and their overall level on the NCRC. For example, in the chart below, 96% of those who earned a platinum on the NCRC also earned a high school equivalency (HSE).

High School Equivalency & NCRC Level



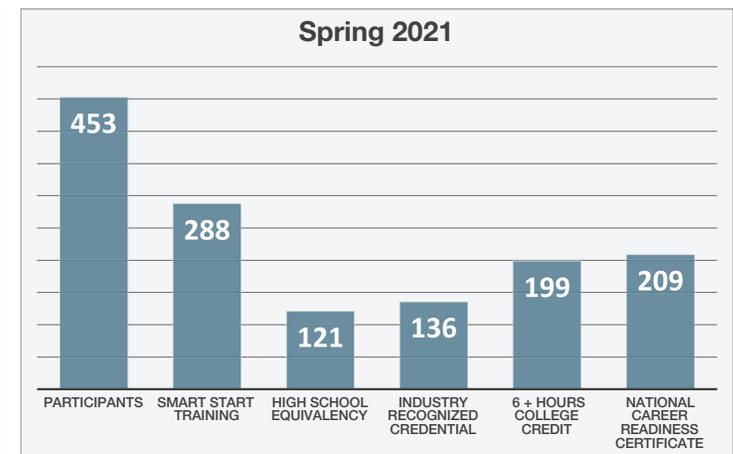
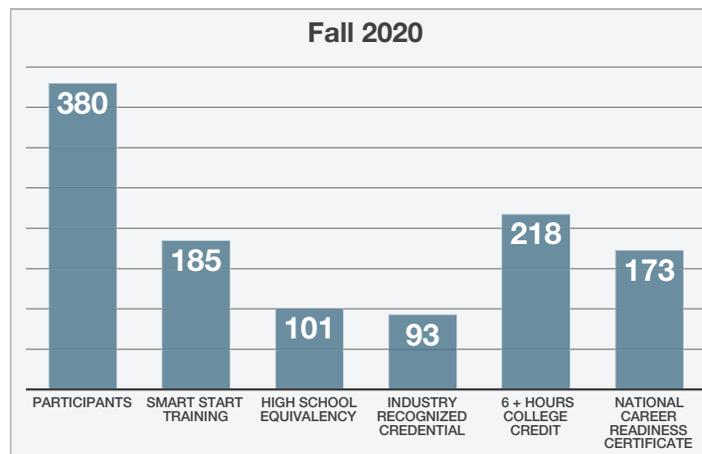
Office of Adult Education – WIOA Core Partner Follow-Up Outcomes

INDICATOR	OUTCOME
Employed 2nd Quarter after Exit	48.09%
Employed 4th Quarter after Exit	46.97%
Median Earnings 2nd Quarter after Exit	\$2,948.00
Attained Secondary School Diploma & Enrolled in PS Ed/Training within 1 year of Exit	43.12%
Attained a Secondary School Diploma & Employed within 1 year of Exit	46.84%
Attained a PS Ed/Training Credential while enrolled or within 1 year of Exit	25.33%
Attained any credential (unduplicated)	43.68%

MIBEST

Mississippi Integrated Basic Education & Training (MIBEST), a workforce and economic development initiative, provides students with opportunities to develop and enhance academic, employability, and technical skills in order to progress through postsecondary education or training into rewarding careers.

MIBEST OUTCOMES FOR FY 2020-2021, ARE AS FOLLOWS:





Online High School Equivalency

Understanding the need to adapt to what some are saying is the new reality, the OAE created an online HSE initiative – eDULT ONLINE. The program operates in a completely digital format, from student intake, orientation, and registration all the way to HSE testing. Students have the opportunity to interact with peers, coaches, and instructors in various synchronous and asynchronous formats while attaining their educational and professional goals. Currently, 16 local programs are involved in referring students and in a co-coaching model in one of the program’s highlighted features: the eSkills Success Series Course (eSSC500).

Professional Development

COVID-19 required the OAE to navigate through various priorities, first and foremost, to support local program directors along with their faculty and staff. The OAE shifted all professional development, training, technical assistance, and monitoring to a virtual setting via Zoom and Canvas. The Skill UP Webinar Course was created and contains all statewide webinar recordings. In FY 2020-2021, over 175 hours of professional development were provided for statewide adult education programs and community partners in various topics reaching approximately 300 individuals in areas such as, but not limited to: WIOA, Ability to Benefit, AEFLA policy, ESL, digital literacy, career pathways, career transitions, IET, mental wellness and trauma-informed instruction, and distance learning.

IN ADDITION, THE OAE PROVIDED VIRTUAL TRAINING OPPORTUNITIES AS FOLLOWS:

PROFESSIONAL DEVELOPMENT ACTIVITY	FACULTY/STAFF PARTICIPATION
Back 2 Basics (Foundation course)	315
New Director’s Virtual Academy	12
New Teacher’s Virtual Academy	35
MAACE Summer Virtual Conference	291



After serving thousands of people over the last 26 years as the owner of La Fiesta Brava in Hattiesburg, 54-year old Mariano Arellano found himself in new territory – having to close his doors.

NEW START DURING COVID Finding Hope and A New Career at Jones College

As many Mississippians stayed home due to COVID-19, paying the bills became overwhelming for Mr. Arellano, so he was forced to sell his business. Closing his business was devastating since he'd spent half his life in the restaurant business. "I never expected to close my business like I did. I feel like I lost everything. I was very depressed."

Thank goodness for the good friend that suggested Mr. Arellano explore other options through Jones College's Workforce College. Since building things had always been an interest, he enrolled in the welding program. An item that didn't cross his mind, though, was he earned his high school diploma in Mexico. He knew he would need his American High School equivalency to continue his education. Mr. Arellano enrolled in Jones' adult education program to work toward his high school equivalency test, specifically the GED.

In one month, Mr. Arellano earned his HSE and the Workforce Welding & Heavy Equipment Certificates. He is currently working at Smith Welding in Ellisville and looking to re-enroll at Jones in the fall to earn his associate degree in Air Conditioning, Heating, and Refrigeration and one day may open another business.



Title IV: General Vocational Rehabilitation and Vocational Rehabilitation for the Blind

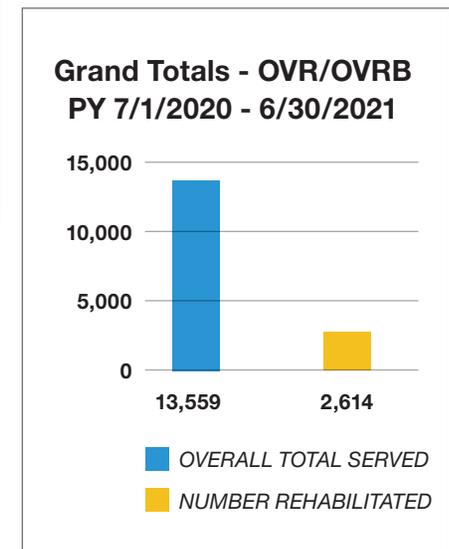
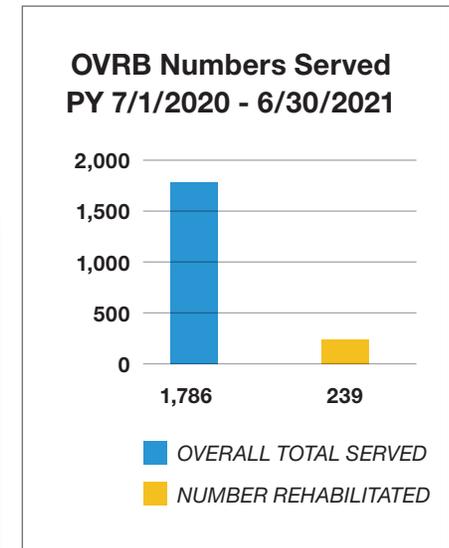
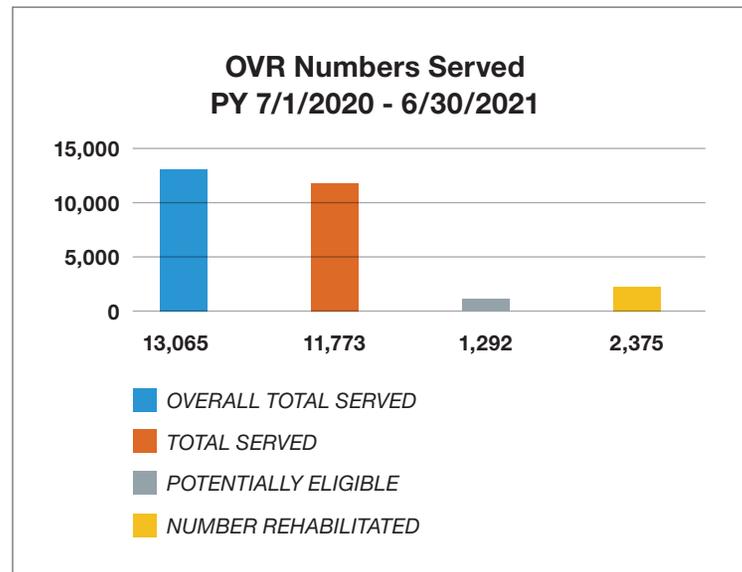


OFFICE OF VOCATIONAL REHABILITATION (OVR)

Office of Vocational Rehabilitation assists eligible individuals with disabilities obtain, retain, or advance in competitive integrated employment (careers) that are consistent with the individual's unique employment factors – strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choices. Vocational Rehabilitation begins with an assessment to help determine the individual's employment factors. The counselor and the client work together to develop an Individualized Plan for Employment (IPE) that outlines the employment objective and the VR services required to meet the employment goal.

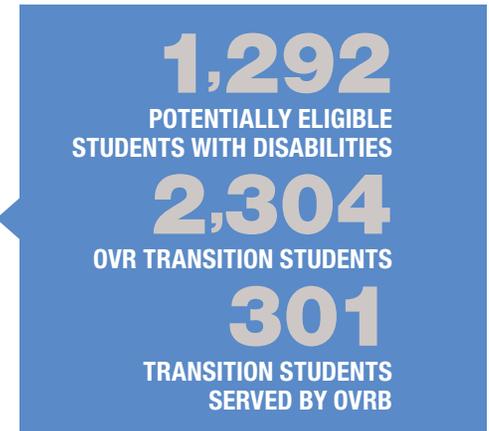
OFFICE OF VOCATIONAL REHABILITATION FOR THE BLIND (OVRB)

Office of Vocational Rehabilitation for the Blind assists eligible individuals who are Blind, Deaf-Blind, and Visually Impaired obtain, retain, or advance in competitive integrated employment (careers) that are consistent with the individual's unique employment factors - strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choices. Vocational Rehabilitation begins with an assessment to help determine the individual's employment factors. The counselor and the client work together to develop an IPE that outlines the employment objective and the VR services required to meet the employment goal.



Pre-Employment Transition And Transition Services

Pre-Employment Transition Services (Pre-ETS) and Employment Transition Services (ETS) for potentially eligible and eligible students with disabilities include Job Exploration Counseling, Work-Based Learning Experiences, counseling on Enrollment in Postsecondary Training Opportunities, Workplace Readiness Training, and Instruction in Self-Advocacy including Peer Mentoring. OVR/OVRB collaborates with local school districts statewide to assist students in making a successful transition from secondary school life to employment or training. Those served include: Potentially Eligible students with disabilities - 1,292; OVR Transition Students - 2,304; Transition Students served by OVRB - 301. OVR/OVRB also provided several Pre-ETS Training Programs and Transition boot camps around the state.



Career Services

Career Services include but is not limited to, VR Counseling and Guidance, Assessment, Diagnosis and Treatment of Impairments, Job Prep/Job Search, Job Placement, Short-Term Job Training, Assistive Technology, Benefits Counseling, and Supported Employment. The IPE for individuals may include one or more of these services. Some individuals require more assistance than others to reach the ultimate goal of getting and keeping a job. In PY20, over 7,631 individuals received career services.



Training Services

Training Services include training at a college/university, junior or community college, Occupational or Vocational Training, On-the-Job Training, Apprenticeship Training, and Industry Recognized Customized Training, and Orientation and Mobility for Individuals with Blindness. Over 3,716 receiving training services based on RSA Summary of the VR Program Participant for Quarters I- IV Reporting.



Measurable Skill Gain/Credential Attainment

In PY20, 1,178 individuals received measurable skill gains at a 72.4% rate in Quarter IV. 17.6% individuals served enrolled in Education/Training leading to a recognized postsecondary credential/employment in Quarter IV.



Supported Employment

Many clients require more extensive support services in order to adjust to or remain on the job. Supported Employment can provide a Vocational Training Instructor or Job Skills Trainer to provide training on the job at the jobsite. During the program year, the state of Mississippi was still in the midst of the COVID-19 pandemic. Despite these trying times, the Supported Employment program served 548 Mississippians where 55 obtained and retained employment.

Project Search

The Project SEARCH Program is a unique, business-led, nine-month, employment-preparation program that takes place entirely at the workplace. Up to 12 students with disabilities experience total workplace immersion, classroom instruction, career exploration, and hands-on training through three different worksite rotations. The goal for each participant is competitive employment. To reach that goal, the program provides real-life work experience combined with training in employability and independent living skills to help young people with significant disabilities make successful transitions to productive adult life.

Nearly 100 individuals with disabilities have graduated from Project SEARCH Mississippi since Project SEARCH UMMC launched in August 2018. 57 of those individuals have gained employment. Five individuals are currently participating in a 320-hour paid internship which will result in gainful employment. The job search continues for graduates. Project SEARCH 2021-2022 kicks off in August with 13 sites across the state.

Deaf and Hard of Hearing Services

OVR provides services to individuals who are Deaf, Hard of Hearing, or Late-Deafened to assist them in preparing for, securing, retaining, advancing in, or regaining employment. Rehabilitation Counselors for the Deaf work with consumers to help them make informed choices about their career goals and assist them in identifying and obtaining the specialized services and assistive technology equipment needed to help them meet their goal.

Interpreting services were provided remotely through online platforms such as Zoom, Microsoft Teams, and FaceTime. Interpreters and counselors were provided see-through face masks, shields, and hand sanitizer as PPE to provide personal protection without hindering communication access. OVR Deaf and Hard of Hearing services served 2,879 individuals: 1,205 individuals secured, retained, advanced in, or regained employment.

SUPPORTED EMPLOYMENT
PROGRAM SERVED

548

MISSISSIPPIANS WHERE

55

OBTAINED AND RETAINED
EMPLOYMENT

NEARLY **100**

INDIVIDUALS WITH
DISABILITIES HAVE
GRADUATED SINCE PROJECT
SEARCH UMMC LAUNCHED

OVR DEAF AND HARD OF
HEARING SERVICES SERVED

2,879

INDIVIDUALS

1,205

INDIVIDUALS SECURED,
RETAINED, ADVANCED IN, OR
REGAINED EMPLOYMENT

Navigating New Waters in Wavering Times

Since the passage of WIOA, we have combined, collaborated, and coordinated employment services in Mississippi. During COVID-19, MDRS and our core partners worked together to implement assistance for people with disabilities by working together on different projects, initiatives, job fairs, etc.

During the COVID national pandemic, people with disabilities were still unemployed at a higher rate as compared to individuals without disabilities. Individuals with disabilities were hit extremely hard because they had physical impairments, including blindness and visual impairments, and did not have necessary transportation. They also experienced difficulty obtaining unemployment benefits. To further assist individuals with disabilities, MDRS called on our core partner, Mississippi Department of Employment Security (MDES). We were able to set up a team that helped people with disabilities go through the application process to apply for unemployment benefits. MDES coordinated several conference calls with people with disabilities to cover topics on unemployment. A direct telephone line and dedicated person was assigned to work with individuals on completing the Unemployment Insurance application.

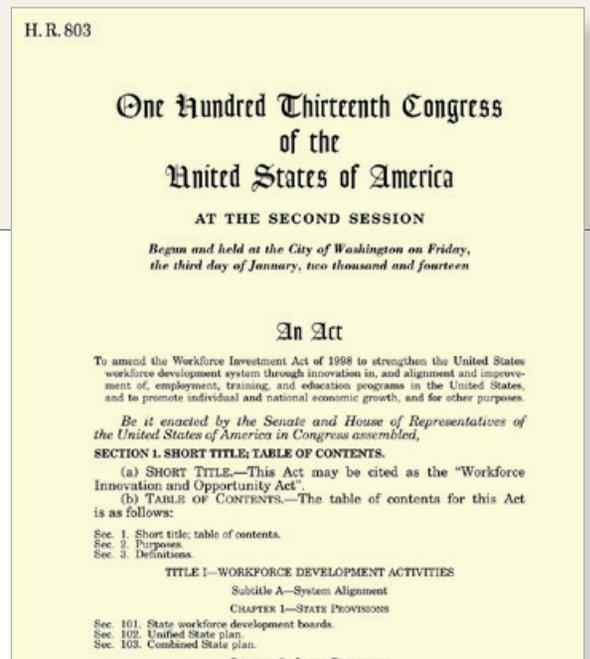


As a result of our partnership and close connections,

Office of Vocational Rehabilitation (VR) and Office of Vocational Rehabilitation for the Blind (VRB) were recognized nationally for working with MDES in assisting individuals with disabilities apply for unemployment benefits. VRB's Randolph Sheppard Program was also nationally recognized for making Mississippi a state where persons who are blind received unemployment benefits for their small businesses.

Mississippi was also one of five states appointed by the OSERS Acting Assistant Secretary and RSA Commissioner Mark Schultz, and the Workforce Innovation Technical Assistance Center (WINTAC) to provide innovative strategies for delivering vocational rehabilitation services to individuals with disabilities by distance during the COVID pandemic. WINTAC provides training and technical assistance to State Vocational Rehabilitation Agencies and related agencies and rehabilitation professionals to help them develop the skills and processes needed to meet the requirements of WIOA.

The presentation was provided live on April 20, 2020 via Zoom at 12:30 pm.





INNOVATION

Serving Students During COVID-19

OVR sent out surveys to all the school districts' Special Education Directors to determine their preferred method for providing Pre-ETS and ETS during the implementation of COVID-19 statewide restrictions. A hybrid plan was offered based on the individual needs to the school district and their students. OVR Counselors, Transition Contract Employees, and our Third Party Pre-ETS Providers primarily provided virtual sessions, limited face-to-face activities in the school, and some small group after school activities. In areas where technology was limited, TY Counselors scheduled one-on-one meetings and/or the TY Counselor, Transition Contract Employees, and Pre-ETS Provider made arrangements for students to pick up Pre-ETS materials at the school or mailed packets to the students' homes. Calls were later made to review the material with these students.

Work Based Learning

COVID Highlight:

1st OVR/OVRB Work Based Learning Initiative and virtual Transition Boot Camps were provided during the Christmas, Spring, and Summer breaks. In PY20, OVR/OVRB had a total of 717 (13.2%) participants in Work Based Learning.

In PY20, 717 individuals with disabilities participated in Work Based Learning. VR and VRB piloted its first Summer Youth Employment Program. The goal of the summer youth employment program was to provide students with a disability an opportunity to gain needed work-based learning. Work-based learning is an educational approach that uses the workplace to provide students with the knowledge and skill set to navigate through real-life experiences and possible future career opportunities.

Approximately 100 students with disabilities participated in the *Summer Youth Employment Program*. This experience had a variety of benefits for both the individual participants and the communities they serve, including:

- Real-world work experience
- Improved interpersonal communication skills
- Career choice advice and educational guidance
- Positive adult role models
- Connections for future career opportunities



Mississippi Department of Human Services (MDHS)

Navigating the new normal of COVID-19 has proved challenging for workforce training providers and work programs within the social services realm, but is necessary to prompt innovation in digitalizing services for customers. In continuing efforts to support Mississippi's WIOA Combined State Plan, Mississippi Department of Human Services (MDHS) and workforce partners that provide employment and training services are increasingly moving to the digital platform to innovate and reach populations spread across vast geographic regions.

While this innovation has resulted in decreased barriers to customer participation for age-old issues such as childcare and transportation, new barriers have surfaced for customers. These barriers include accessibility to digital services, the skill level required to operate digital devices such as smartphones and laptops, navigating the internet, and the level of engagement needed for interacting with various social service or workforce programs.

In Program Year (PY) 2020, MDHS worked with partners of the Supplemental Nutrition Assistance Program (SNAP) Employment and Training (E&T) program and the Temporary Assistance for Needy Families (TANF) Work Program to construct virtual classes and provide digital devices for training pathways.

In PY20, MDHS
worked with partners of
SNAP
AND
TANF
to construct
VIRTUAL CLASSES
and provide
DIGITAL DEVICES
for training pathways.

Supplemental Nutrition Assistance Program (SNAP)

During the height of COVID-19, MDHS Third-Party Providers worked diligently to continue service delivery to students, including E&T participants. Along with providing wide-range hot spots for students, Hinds Community College (HCC) worked with MDHS for grant funding to implement a laptop loaner program to provide laptops for E&T participants for education or vocational training programs. East Mississippi Community College maintained virtual aspects of their career technical and workforce training programs. Other providers such as Refill Jackson Initiative reconstructed their E&T program to continue to invest in individuals in metro-Jackson.



Brittany Shields is a proud July 2020 graduate of the Refill Jackson Initiative Workforce Training program.



She graduated from Lanier High School in Jackson in 2017. Brittany had some college training from Holmes Community College but wanted to improve her workforce skills. She first learned of the program at Refill through a family friend. Ms. Shields was interviewed and accepted to Refill through SNAP Employment and Training (E&T).

Ms. Shields was involved in all E&T component services, beginning with training sessions learning soft skills, then preparing to obtain certifications in both Smart Start and Career Readiness. While enrolled in the program, Brittany explored career options, created a professional resume, participated in mock interviews, and learned valuable workforce skills. Her experience was further enhanced with on-the-job training at Stewpot Community Services where she worked as a food pantry assistant and served food to guests. She enjoyed working with children and learning to work with other people in a more productive way.

After graduating from Refill's program, Ms. Shields moved to the next phase, qualifying for an internship with Magnolia Senior Care (MSC) as a Dietary Aide for three months. Due to her exemplary performance, she was offered a full-time job at MSC in December 2020 in the Dietary department where she remains gainfully employed. Ms. Shields demonstrated commitment to herself and to the program which led to her contribution in the workforce as a productive employee. Ms. Shields successfully completed all phases of the SNAP E&T program and was grateful for having been a participant. She aspires to earn a college degree and become a nurse.

Temporary Assistance for Needy Families (TANF) Work Program

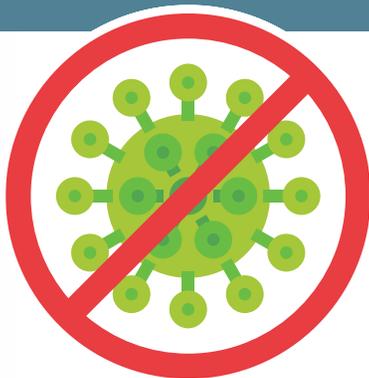
MDHS and partner Mississippi Department of Employment Security (MDES) collaborated to launch a virtual Job Readiness class for the TANF Work Program participants during the height of the pandemic. Participation began slowly during stay-at-home orders, but has increased over time.

Even during challenging times, success prevails.



La'Desha Jones is a 31-year-old single mother of a 4-year-old daughter.

She recently became unemployed due to the COVID-19 closure of her daughter's childcare center.



Ms. Jones was unable to work and had limited family assistance at the time. She sought assistance from the Department of Human Services by applying for TANF. After being approved, she was referred to the Jackson WIN Job Center to participate in the TANF Work Program.

With the assistance of the WIN Job Center, Ms. Jones was placed with Alpha Investments to perform community service that would allow her to help others. Working as a volunteer gave her the opportunity to demonstrate that she could report to work as scheduled and gain the knowledge needed to perform at or above company standards. She demonstrated the ability to follow the organization's policies and work in a team office environment.

Due to her impressive work ethic and meaningful contribution, the owner of Alpha Investments called the WIN Job Center asking what they could do to hire Ms. Jones. The response was that they should make her an offer of employment, which they did. Ms. Jones accepted the offer and transitioned from JRA training to full-time employment as a Research Analyst Assistant with a rate of pay of \$10.00/hr.

Ms. Jones does not take it for granted how difficult it can be to find employment in a desired position. The TANF Work Program, in cooperation with community businesses, has the ability to provide the resources families need for future success. Ms. Jones enjoys her new job and credits the TANF Program in collaboration with the WIN Job Center.

APPENDIX B

Local Workforce Development Areas and WIN Job Center Locations

Delta

Mitzi Woods, WIOA Director
 831 South Broadway
 Post Office Box 1776
 Greenville, MS 38702
 Phone: 662-335-6889
 Fax: 662-332-5175
 Email: mwoods@sdpdd.com

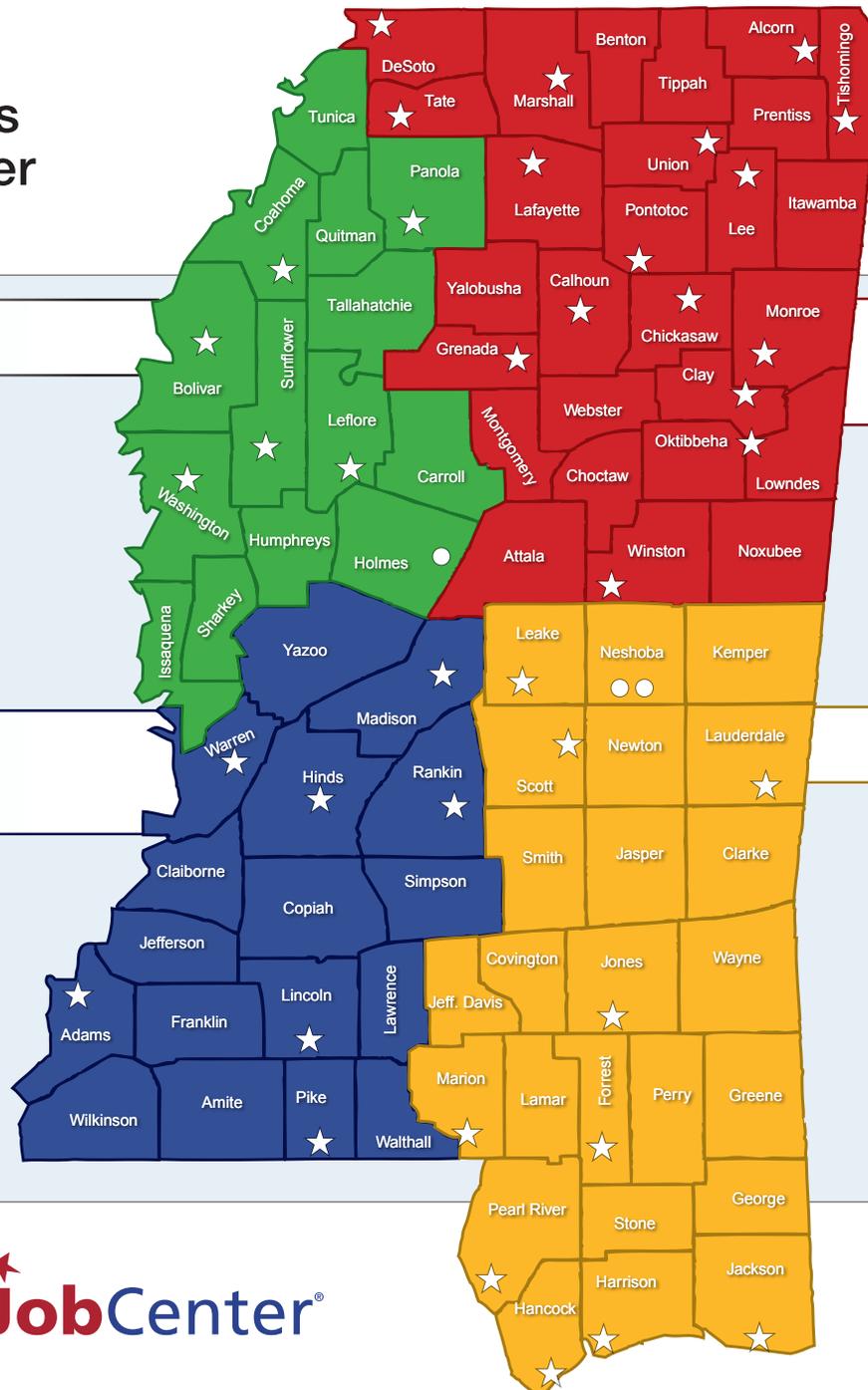
- ★ Full-Time WIN Job Centers
- Part-Time WIN Job Centers

The Mississippi Partnership

Terry Treadaway, WIOA Director
 Post Office Box 690
 75 South Main Street
 Pontotoc, MS 38863
 Phone: 662-489-2415
 Fax: 662-489-0958
 Email: ttreadaway@trpdd.com

Twin Districts

Allison Hawkins, Director of Economic Workforce Development Division
Patricia Morrison, Economic Workforce Manager
 10441 Corporate Drive, Suite 1
 Gulfport, MS 39503
 Phone: 228-868-2311
 Email: ahawkins@smpdd.com, pmorrison@smpdd.com



WIN Job Center location information is subject to change. For the most current information, visit us online at mdes.ms.gov

South Delta Planning and Development District

Overview

South Delta Planning and Development District has been the designated fiscal agent for the Delta Workforce Development Area (DWDA) Board since its inception in 2000. South Delta provides the administrative and fiscal support functions associated with the implementation of the Workforce Innovation and Opportunity Act (WIOA) in the 14 counties of the DWDA.

There are six staff members who support the activities of the DWDA Board in planning and coordination, rapid response/layoff aversion activities, management information systems, contract management, small business development/entrepreneurial/self-employment, fiscal accountability, monitoring activities, and administration of adult, dislocated worker, and youth programs

INTERESTING FACT

The Baby Doll House is the only fully restored antebellum home in Bolivar County. Judge J. C. Burrus bought a large tract of land five miles from the Mississippi River that would become known as Hollywood Plantation because of the beautiful holly trees in abundance on the property. In 1858, the construction of “the big house of the big-hearted, Judge Burrus” began. The home was built on “one of the most ideal spots on earth” on Egypt Ridge. In early 1861 the family of nine moved into their Greek Revival style home and lived there until 1916. After years of neglect, vandalism, and tornadoes, the Baby Doll house was restored to its former glory. Located in Benoit, it was the filming location for the 1956 movie “Baby Doll” and now operates as a special events venue and museum. The grand old home is preserved in remembrance of all who lived and worked on Hollywood Plantation.

WIN Job Center Locations

Batesville

662-360-1236
325 Lakewood Drive
Batesville, MS 38606

Clarksdale

662-624-9001
236 Sharkey Ave., 3rd floor
Federal Building
P.O. Box 640
Clarksdale, MS 38614-0640

Cleveland

662-843-2704
119 N. Commerce Ave.
P.O. Box 1750
Cleveland, MS 38732-1750

Greenville

662-332-8101
Delta Plaza Shopping Center
800 Martin Luther King Blvd.,
Suite C54
P.O. Box 5279
Greenville, MS 38704-5279

Greenwood

662-459-4600
812 W. Park Ave.
P.O. Box 554
Greenwood, MS 38935-0554

Indianola

662-887-2502
226 N. Martin Luther King Drive
P.O. Box 963
Indianola, MS 38751-0963

Lexington

662-834-2426
303 Yazoo Street
Lexington, MS 39095



Delta: South Delta Planning and Development District

Training efforts are coordinated with businesses, the four community colleges in the DWDA, the Mississippi Community College Board, the Mississippi Development Authority, the Mississippi Department of Employment Security, the State Workforce Board, Accelerate MS, Delta Council, local economic development organizations, and other state, local, and private entities to ensure the best use of the funds.

This coordination of funds helps to reduce duplication and leverage existing resources for similar training needs. Training services which include Customized Training, Internships, Externships, On-the-Job Training, Apprenticeships, Work Experience, Work Readiness Training, and Individual Training Accounts are provided to adults, dislocated workers, and youth in the 14-county area.

The Greenville WIN Job Center is the Comprehensive WIN Job Center for the Delta. WIOA core partners physically housed in the Greenville Center include MDHS, MDRS, Adult Education, and MDES. All other WIN Centers in the Delta are affiliate centers.

WIOA services were provided through the following agencies and organizations

- Bolivar County Community Action Agency
- Coahoma Community College (CCC)
- EMI Staffing
- Mid-State Opportunity, Inc.
- Mississippi Department of Employment Security (MDES)
- Mississippi Delta Community College (MDCC)
- Mississippi Hospital Association (MHA)
- North Central Planning and Development District
- Northwest MS Community College (NWCC)
- Sunflower-Humphreys Counties Progress, Inc.
- Warren-Washington-Issaquena-Sharkey Community Action Agency (WWISCAA)

Partnerships Aligned with WIOA Goals

Partnerships are the backbone of all training efforts at the DWDA; including all combined plan partners, through referrals to the various programs offered by the partners. Coordinated efforts are made to provide services to specific populations served by plan partners using braided funding from various sources.



All efforts are geared toward creating the workforce ecosystem where everything is aligned and which provides all Deltans the opportunity to be work-or career-ready to support themselves and their families.

Out-of-School Youth Services

The DWDA's youth program is comprised of six out-of-school youth providers which include one community college, one planning and development district, and four community action agencies serving youth in fourteen counties. The participants are ages 16-24, are not attending any school, and possess at least one of the barriers required for eligibility.



New and Different in PY 20 Youth - The DWDA invested in a virtual training module through the Success Training Institute 14 Elements. This training has been used both remotely and onsite. It is designed to address each of the WIOA elements either directly or supportively. Faced with the challenges of serving youth in a pandemic, the 14 elements program greatly enhanced our ability to keep some youth engaged in career-ready activities without the compromise of a classroom setting. Youth were eligible to receive incentives for the completion of the courses. For youth who were in an actual classroom setting, all pandemic safety measures were enforced with alterations of class length and size.

Other advents with technology were the Zoom platform, which was optional and used as a distance education tool to successfully train participants in a virtual classroom setting. Also, electronic applications were instituted in the recruitment process, and screenshots of eligibility documents were used.

The DWDA provides **Small Business Development/Entrepreneurial/Self-Employment Training** to area residents and WIOA customers in accordance with DOL's TEGL12-10 "Supporting Entrepreneurial and Self-Employment Training through the Workforce Investment System." This program addresses the role the workforce investment system plays in support of entrepreneurial activities. Activities are coordinated with small business loans, banks, and South Delta's loan program.

During the Pandemic, the Small Business Developer helped with \$2 million in 29 CARES Act loans and assisted applicants with the Economic Individual Disaster Loan (EIDL) Program.



Job Fairs – The DWDA works closely with the Governor's Job Fair Network, the WIN Job Centers, economic development groups and local businesses to plan and implement job fairs each year. Targeted job fairs are held to help employers who are recruiting or expanding their workforce. There were numerous drive-through Job Fairs due to COVID.

TANF Workforce Training Employment Grant – Career STEP – provided case management and workforce training services through Career STEP Navigators at Coahoma Community College, Northwest MS Community College, and the Greenville, Greenwood, and Cleveland WIN Job Centers to eligible individuals throughout the 14 counties. This program has provided activities including Job Search, Smart Start, Internships, Career Coaching, Credit and non-Credit Training, NCRC Testing, Supportive Services, and OJT to 437 participants. To ensure nonduplication of services, the program coordinated activities with WIOA, the Community Colleges, Adult Ed, County DHS Offices, Rehab Services, and others. The program has been funded for another year. This program is offered in coordination with WIOA to prevent duplication of services and assist individuals who might not qualify for WIOA.



National Dislocated Worker Grant – COVID-19 provided much-needed work experience and wages to Dislocated Workers through temporary jobs to public entities to help prevent the spread of the COVID-19 virus by screening participants entering facilities and sanitizing public buildings. Several entities who used the program included Delta State University, MS Delta Community College, Tunica County, Humphreys County, Washington County, and the Batesville, Greenville, and Greenwood WIN Job Centers. Many of the participants who completed the program now have secured permanent employment.

National Dislocated Worker Grant – Opioid provided career and training services to participants who were referred by the Court system because of the Opioid Public Health crisis. The DWDA enrolled eleven participants in PY20.

MDA Workforce Training Funds

Through MS Works funding, eight grants were awarded to provide workforce training services including OJT, Internship, and Customized Training totaling \$2,085,000 for the following companies:

Crown Cork and Seal	\$102,000
Viking/Lynx Grills	\$204,000
Blauer Manufacturing	\$306,000
Green Serv	\$51,000
Milwaukee Tool	\$600,000
PeopleShores	\$261,000
Westport Linen Services	\$51,000
Feuer Powertrain	\$510,000

The Electrical Lineman Training

Program was developed and first funded in August, 2010, in response to energy company needs, and continued with two more classes this year.

This program is a collaborative effort with DWDA, MS Delta Community College, the MS Community College Board, MDES, Delta EPA, Coahoma EPA, Twin County EPA, Tallahatchie Valley EPA, Entergy, city utility programs, and utility construction companies throughout the state. The 16-week program prepares individuals to become linemen trainees with local energy companies and energy construction contractors upon completion and is one of the most successful programs ever implemented in the Mississippi Delta.

Classes 21 and 22 completed the program in PY20. A total of 383 trainees have completed the program since the beginning. Class 23 is ongoing with 23 trainees.

Because of the many hurricanes and tropical storms lately, many graduates of classes 21 and 22 left the program and headed straight to working the storms. They saw quickly what all the training was preparing them for. Most recently, Hurricane Ida gave them opportunities to put their training to the test in Mississippi and Louisiana.



MDCC LINEMEN CLASS 22 RODEO COMPETITION

“We are grateful for the vision of many people in establishing the MDCC Lineman Training Program,” said Delta Electric Power Association General Manager, David O’Bryan, in a *Today in Mississippi* article.

“Our former general manager, Ronnie Robertson, was instrumental in making this school possible. Ronnie’s goal was to help establish a local workforce training program to train our local people to be linemen. He knew it was much easier to recruit and retain local people as linemen rather than reaching outside our service territory.”



Layoff Aversion Plan – In alignment with the State Plan, the Delta LWDB implemented a continuum of layoff aversion strategies and activities to assist employers and workers in the Delta. Services include Strategic Planning, Business Outreach, Economic Analysis, Linkages, Performance Data and Tracking, and Training to include Upgrade OJT, Customized Training, Apprenticeship, Pre-apprenticeship or industry recognized apprenticeship, Internship, and ITAs in some cases.

Services have been provided to more than 15 businesses including Lockers, Inc., Mars Foods, and Baxter.

The Nurse Extern Program – The MS Hospital Association provided 28 nursing students entering their final year of nursing school, a 320-hour internship program at a local hospital with a nursing preceptor. Students from Delta State University, MS Delta Community College, Northwest MS Community College, Holmes Community College, and MS University for Women participated in the program. The six hospitals who served as worksites and provided preceptors and training included Bolivar Medical Center, Delta Health Center, Greenwood Leflore Hospital, North Sunflower Hospital, South Sunflower Hospital, and Tallahatchie General Hospital. This is a great work experience opportunity for the students and provides the hospital a chance to recruit new nurses.



CARES Act Funding – HB 1795 in the Mississippi Legislature provided CARES Act funding to MDES, which in turn provided the funding to the local areas, that in turn provided the funding in the Delta to Coahoma, Holmes, and MS Delta Community Colleges. The funding was for OJT, short-term training, and training equipment to address COVID issues. The Delta was allocated \$9.7 million and spent \$5.4 million, roughly 55.6%. The turnaround time for the spending was short. It was a hectic time, but we made it.



Aviation Maintenance Training – SDPDD provides training that enables individuals to compete for skilled jobs in the aviation maintenance field. The program targets adults and dislocated workers who are SDPDD area residents. SDPDD includes aviation electrical, aviation sheet metal composites, and aviation hydraulic/pneumatics.

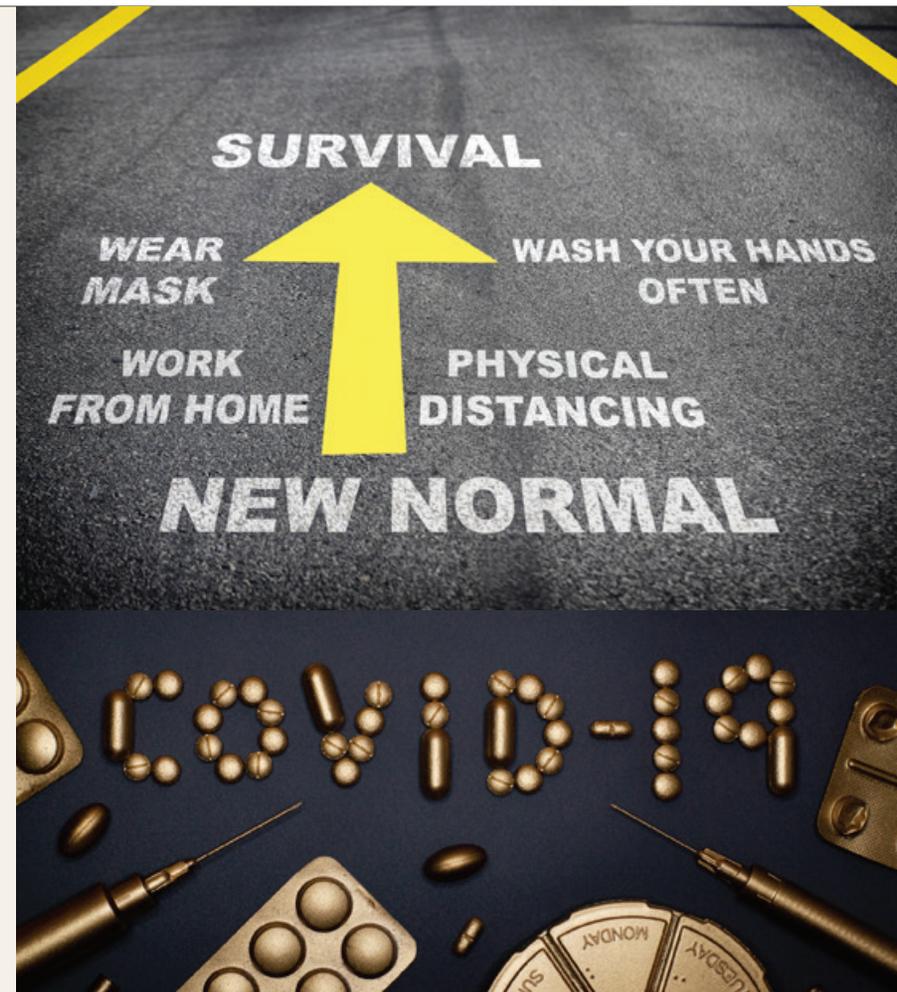
Due to the COVID-19 pandemic, it has been difficult for SDPDD to receive the required avionics equipment and landing gear. A vendor has been selected and approved to receive the equipment by the MDCC Board of Trustees. The final step is getting the proper equipment shipped to the Mississippi Delta.

We Survived the Pandemic

While nobody wants to focus on COVID-19, its continuation and resurgence in PY20 taught us new and different ways to serve our Delta employers and workforce population. Virtual reality became a reality. Zoom meetings became the norm. Opportunities for funding exploded. Serving customers through email and phone calls became the norm and in many cases are the way to do it now.

Our Lineman Class 21 had to complete the program in three different groups, didn't have graduation, and went straight to work after the training, which shows they made it. Our youth programs used technology and social distancing. Our WIN Job Centers social distanced and provided services virtually, bounced back to in-person services, but now have gone back to virtual. We're still meeting in person with business owners and doing whatever it takes to get the message out. In spite of the pandemic we are still here providing services and making workforce a priority. The Delta is making it!

We're ready for normal, but prepared to ride out the pandemic for as long as it takes. Still serving customers. Still serving businesses. Doing whatever it takes. Until normal returns.





KAYLIN LLOYD – CUSTOMIZED TRAINING SUCCESS STORY - ADULT

Non-Traditional Training

After high school, Kaylin Lloyd of Belzoni received her associate degree from Mississippi Delta Community College (MDCC) and a BS degree from Delta State University with a major in exercise science, while volunteer coaching with the MDCC softball team. Her plan was to teach softball at MDCC, instead she went to work at MDCC doing landscaping in the grounds and maintenance department. Every day she watched the lineman training program guys climb poles and learn the trade and soon decided this was the career for her.

Ms. Lloyd completed the application process and was accepted into the MDCC Lineman Training Program in January 2021 where she excelled in Class 22. This 16-week training program is mentally, physically, and emotionally challenging, but she was up to the task placing third overall in the lineman rodeo competition out of 21 trainees. Ms. Lloyd completed the training in May 2021 and had numerous job offers from electrical line contractors and EPAs. She is currently working for Gray's Power Supply based in Oakland.

In an “update to my line work” message to Mitzi Woods, Workforce Director of the Delta Workforce Development Area, Lloyd said, “They’re super great to work for and they teach me so much. They care about teaching me the right thing to do so I won’t get hurt. They’re like my family. I’ve been on my first storm in Connecticut and New York and got to see a bunch of cool things. I just wanted to tell you thank you again for all your support to linemen and the MDCC lineman program. I wouldn’t be where I am today without you.”

Ms. Lloyd has worked Hurricanes Elsa, Henri, and Ida and just completed a storm job helping restore power in Houston after Hurricane Nicholas. “I’ve met so many people working storms and they text me every day, making sure I’m ok,” she said in a recent call. “Line work is truly a family because you look out for each other like family does.”

The MDCC Lineman Program is funded through the Delta Workforce Development Area WIOA funds and the MS Community College Board Workforce Enhancement Training Funds.



WIOA Title I – Performance Information: Delta Local Workforce Development Area

DELTA LWDA REPORTED INFORMATION	NEGOTIATED LEVEL	ACTUAL LEVEL
Adult Employment Rate 2nd Quarter After Exit	81.0%	88.3%
Adult Employment Rate 4th Quarter After Exit	78.0%	88.7%
Adult Median Earnings 2nd Quarter After Exit	\$5,200	\$5,952
Adult Credential Attainment Rate 4th Quarter After Exit	54.0%	81.0%
Adult Measurable Skill Gain	44.0%	71.1%
Dislocated Worker Employment Rate 2nd Quarter After Exit	74.0%	77.7%
Dislocated Worker Employment Rate 4th Quarter After Exit	67.0%	80.3%
Dislocated Median Earnings 2nd Quarter After Exit	\$5,300	\$5,583
Dislocated Worker Credential Attainment Rate 4th Quarter After Exit	52.0%	83.3%
Dislocated Worker Measurable Skill Gain	44.0%	79.3%
Youth Employment Rate 2nd Quarter After Exit	74.0%	88.3%
Youth Employment Rate 4th Quarter Exit	72.0%	81.0%
Youth Credential Attainment Rate 4th Quarter After Exit	71.0%	95.8%
Youth Measurable Skill Gain	48.0%	60.0%
Youth Median Earnings 2nd Quarter After Exit	\$2,600	\$3,615



Three Rivers Planning and Development District

Overview

Three Rivers Planning and Development District, Inc. (TRPDD) serves as the Fiscal and Administrative Agent for the Mississippi Partnership Local Workforce Development Area (MS Partnership). Geographically, the MS Partnership is the largest workforce area in the state, consisting of 27 counties in the north and northeast section of the state. Through partnerships established with community colleges, the Mississippi Department of Employment Security, other planning and development districts, and core partners in the area, MS Partnership can provide the highest quality of services to its customers. We contracted with WIOA service providers for over \$7.5 million of workforce services in the areas of youth, adult, and dislocated worker in PY20.

WIN Job Center Locations

Amory
662-256-2618 and
662-256-5617
1619 Highland Drive
P.O. Box 415
Amory, MS 38821-0415

Attala County
662-289-2535
254 Hwy 12 West
Kosciusko, MS 39090

Calhoun County
662-412-3170
237 S. Murphree Street
Pittsboro, MS 38951

Corinth
662-696-2336
2759 S. Harper Road
Corinth, MS 38834-2050

Desoto County
662-280-6218
NWCC Desoto Campus
WIN Job Center Room # 300-L
5197 W. E. Ross Parkway
Southaven, MS 38671

Grenada
662-226-2911
1229-A Sunset Drive
Grenada, MS 38901

Houston
662-407-1219
210 S. Monroe St.
Houston, MS 38851

Iuka
662-423-9231
1107 Maria Lane
Iuka, MS 38852-1120

Louisville
662-773-5051
790 N. Court Ave.
Louisville, MS 39339-2059

**Marshall County
Workforce Training
Center**
662-851-4190, 662-851-4191,
& 662-851-4192
4700 Cayce Road
Byhalia, MS 38611

Mayhew
662-243-1751
8731 South Frontage Rd
Mayhew, MS 39753

New Albany
662-407-1226
301 North St.
New Albany, MS 38652

Oxford
662-236-7201
1310 Belk Blvd.
Oxford, MS 38655

Pontotoc
662-407-1226
316 Coffee Street
Pontotoc, MS 38863

Tate County
662-562-3351
NW Community College
4975 Highway 51 N
Senatobia, MS 38668

West Point
662-243-2647
1899 East TVA Rd
West Point, MS 39773

INTERESTING FACT

The first sweet potato farmers arrived in Vardaman, MS in 1910 and now Vardaman is known as the “**Sweet Potato Capital of the World.**” The Sweet Potato Festival is held every year on the first Saturday in November to celebrate this vital part of the local economy.





The MS Partnership has designed its local plan and sector strategy plan to align with Mississippi's strategic vision for the workforce system. All of the workforce programs in our area are now classified as "Gateway Workforce Services." The ultimate goal of all the Gateway Workforce Services is to provide every Mississippian in our area the opportunity to gain skills necessary to obtain employment that leads to self-sufficiency while meeting the needs of our local businesses. The Gateway Workforce Services are designed around the needs of businesses in our area and offer help for every Mississippian to become work-or career-ready and to secure his or her dream job here at home. We stay connected with businesses in our area to ensure we are meeting their needs and providing a qualified pipeline of potential employees to sustain and expand their business's economic viability. Our in-demand target sectors are: Advanced Manufacturing, Information Technology, Logistics – Transportation and Distribution, and Energy.

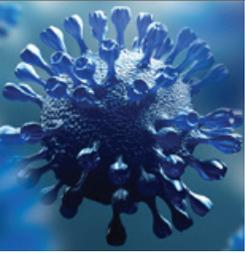
Addressing the needs of businesses while ensuring the safety of our customers during the COVID-19 pandemic motivated the MS Partnership to implement expanded scopes of services and service delivery methods to ensure the needs of all customers were adequately met during this national emergency. The MS Partnership found ways to shift services from in-person services to remote/virtual services when possible, began utilizing technology, and found new opportunities for our customers. Personal protective equipment (PPE) such as face masks, face shields, plexiglass barrier shields, hand sanitizer, and disinfectant cleaners were distributed to all providers in our area. The MS Partnership providers began providing services through Zoom and/or teleconference when possible, and in-person services were by appointment only to ensure adequate social distancing and to control the capacity at the WIN Job Centers (WJCs) at any given time. Staff and customers had temperature checks before entering the WJCs to help ensure the safety of all staff and customers.

Rapid Response/Layoff Aversion: Success Story

Master-Bilt Products in New Albany issued a WARN Notice on May 1, 2020, to lay off 283 employees.

After laying off more than 200 employees last summer, management decided to retain jobs in Mississippi. MS Partnership met with management and enrolled staff in our OJT program and used Layoff Aversion funds for employees who qualified. These funds were used to help re-skill Master-Bilt's workforce and save jobs. Today, the current headcount at Master Bilt Products is 170 employees and continues to increase.





The pandemic created a paradigm shift for our workforce programs and the MS Partnership began exploring long-term ways to move our WIOA program from traditional brick and mortar type programs

to being able to interact virtually with our customers. The MS Partnership envisioned having an online portal for its programs that included modules for application, intake, and case management; online orientation; professional development; e-learning for career readiness; and employer services. We started the groundwork for developing such a portal during PY20 and will launch it in PY 2021 beginning with our WIOA Youth program, then expanding it to our WIOA Adult and Dislocated Worker programs.

We strive for our workforce area's Gateway Workforce Services to help individuals no matter where they fall on the spectrum of the workforce: whether they are a student in high school developing a career path, entering the workforce for the first time, re-entering the workforce after being unattached to the workforce for a period of time, someone in the workforce who needs to be trained in order to advance in their career, someone interested in a career change, or someone who has been laid off who needs assistance securing new employment. The MS Partnership is committed to ensuring our services meet the needs of each of our customers. When our services are not

adequate to meet the customers' needs, we have partnerships with other agencies where customers can be referred for assistance.

WIN Job Centers

Our workforce training funds increased over the previous year. We continued to manage these funds carefully to ensure that we could meet the needs of our job seekers and job providers. During this program year, we served 1,900 adult workers and 750 dislocated workers through our WIN Job Centers with almost 1,200 individuals receiving on-the-job training (OJT), individual training accounts (ITAs), and apprenticeship and internship services.

In PY20, we continued our partnerships with local governments to provide brick and mortar locations for our WIN Job Centers (WJCs) while we concentrated on providing funding for personnel and training for workers. WJCs provide services that meet workforce needs based on the local economy and are focused on both the potential employee and the business owner. Businesses are encouraged to use the WJC for networking to find the best potential employees. In PY20, our WJCs also shifted to virtual and telephone services during the pandemic. Our WJCs also provided expanded training opportunities during the pandemic utilizing CARES Act funding, while still ensuring that our WIOA services were available to our customers.

WIOA – Adult/NCRC Success Story

Stefon Delappe reached out to the Marshall County WIN Job Center for assistance in finding a job that provided stability, better pay, and a 40-hour work week.

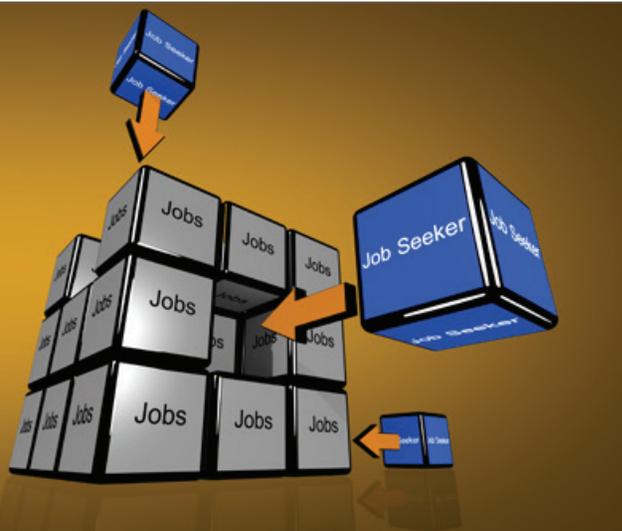
WJC Staff enrolled him in WIOA; signed him up for various programs that were offered by Northwest Community College; registered him to take the NCRC assessment; and enrolled him in the Forklift training class. When he received a gold certification on the NCRC, his resume and scores were sent to Roxul because they were hiring.

Mr. Delappe applied for a General Laborer position but was offered a position as a Technical Operator with Roxul. This better offer was a result of his work experience and the gold score on the NCRC. Mr. Delappe is now making more money, has a permanent position, and works 40+ hours each week.



During this program year, the Mississippi Partnership served

1,900
ADULT WORKERS AND
750
DISLOCATED WORKERS
through our WIN Job Centers



The MS Partnership has a tremendous working relationship with the community colleges in the area. Four community colleges (East Mississippi, Itawamba, Northeast, and Northwest) serve 21 counties and their workforce development professionals lead both workforce council meetings and WIOA workforce efforts. WIOA and community college staff coordinate with economic developers to host meetings with businesses interested in locating in the MS Partnership area. Together, they provide a cohesive workforce training package that is instrumental in business recruitment. As businesses determine additional training needs, the workforce area and community colleges are sometimes able to pool resources to provide the training. A combination of OJT and customized training (CT) is a powerful tool for retention of existing businesses and recruitment of new businesses.

Industry-Recognized Apprenticeship Programs

The MS Partnership continues to develop innovative programs to educate our present and future workforce in career exploration. We continue to provide businesses an opportunity to try out potential applicants in real work settings. We are pleased to enter the fifth year of our Industry-Recognized Apprenticeship Programs. Our Industry-Recognized Apprenticeship Programs partner with Itawamba, Northeast MS, Northwest MS, and East MS Community Colleges. These programs consist of up to two years of community college instruction plus work experience specific to their instruction in partnership with local industries. The “earn while you learn” concept is becoming very popular in our area.

Industry-Recognized Apprenticeship Programs are 100% focused on the MS Partnership’s Sector Strategy Plan as they support the five identified sectors.

Currently, the programs of study at local Community Colleges include

Information Systems and Technology

Mechatronics; Industrial Maintenance Technology

Information Systems Technology

Drafting, Design, and 3D Modeling Technology

Precision Manufacturing and Machining Technology

Welding and Cutting Technology

Electrical Technology

Diesel Equipment/Power Technology

In PY20, we served over 100 apprentices in our industry-recognized apprenticeship programs.

Youth Programs

A recurring topic from employers in the MS Partnership is the need for workers to come to work on time and know the basics needed to keep a job. The Youth Gateway Program came into existence by listening to these employers and is designed to help prepare youth for entering the workforce. We understand the need to reach youth as early as possible to develop good work ethics and expose individuals to career opportunities in our region that align with our sector strategy plan. The Youth Gateway Program’s mission is to diminish the “brain drain” and ensure a qualified pipeline of young job seekers in our workforce area.



The MS Partnership utilized Mississippi’s waiver that allowed the local workforce areas to lower the target rate of youth expenditures to 50% for out-of-school youth. The Youth Gateway Program serves both in-school and out-of-school youth and assisted over 500 youth in PY20. Our youth programs are provided through a network of six in-school youth providers and four out-of-school youth providers. Our youth programs are designed to assist youth in developing career pathways, assist with alleviating barriers that threaten their success including assistance with obtaining recognized credentials, such as high school equivalencies and ACT® National Career Readiness Certificates, expose youth to essential job skills, also known as soft skills, needed to succeed in the workforce, and provide opportunities for the youth to develop those essential job skills by providing paid work experiences.

The Youth Gateway Programs faced obstacles during PY20. However, necessary adjustments were made to ensure that services continued for our youth. Delivery of services shifted to a virtual or hybrid format and partnerships were developed with new business partners which provided work experience opportunities for the participants.

WIOA Service Providers

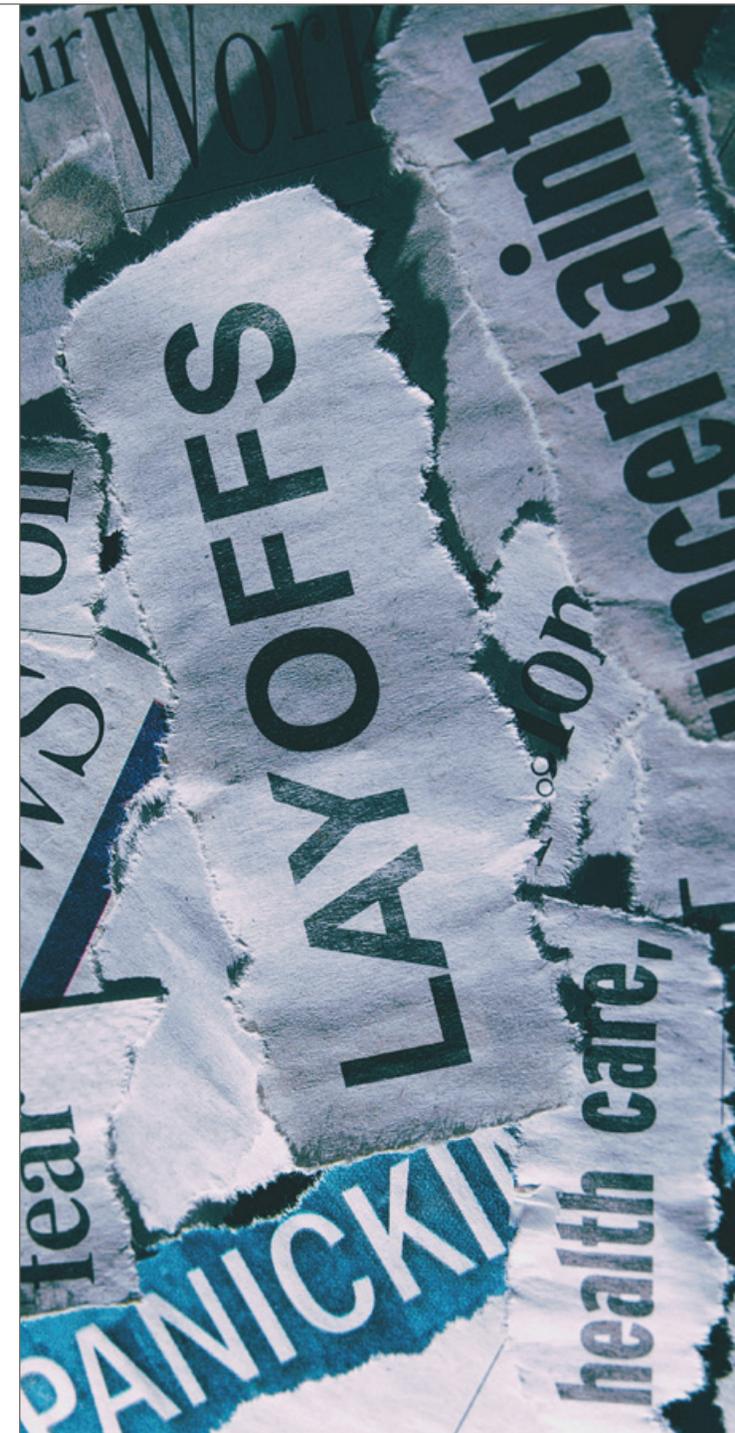
WIOA services were provided through the following agencies and organizations:

Calhoun County Schools
East Mississippi Community College
Itawamba Community College
Golden Triangle Planning & Development District
Mississippi Hospital Association
Mississippi Department of Employment Security
New Albany City Schools
North Central Planning & Development District
Northeast Mississippi Community College
Northeast Mississippi Community Services
Northwest Mississippi Community College
Pontotoc County Schools
Three Rivers Planning & Development District

Business Services/Layoff Aversion

Having partnerships with businesses in our workforce area is a critical component of our workforce services. Current and future business needs are the driving force for continuous improvements to our Gateway Workforce Programs to ensure economic viability in our workforce area. The MS Partnership hired a Business Outreach Specialist to help our area develop stronger partnerships with our businesses.

Strategies being implemented for businesses include:
Strategic planning for potential layoffs, layoff aversion, and dislocation events;
Business outreach to engage in proactive measures to identify opportunities for potential economic transition in growing sectors or expanding businesses, providing assistance such as assessment of needs, identification of business solutions and options, and coordination with other partners for the delivery of services to address the needs;
Developing partnerships or contracts with business-focused organizations to assess risks to companies, propose strategies to address those risks, implement services, and measure impacts of services delivered;
Conducting analysis of the suppliers of an affected company to assess their risks and vulnerabilities from a potential closing or shift in production of their major customer. MS Partnership will conduct analysis and act upon data and information on dislocations and other economic activity;
Data analysis to assist in identifying and gathering information for early warning of potential layoffs or opportunities for layoff aversion; and
Developing, funding, and managing incumbent worker training programs or other worker upskilling approaches as part of a layoff aversion strategy or activity.



WIOA Title I – Performance Information: Mississippi Partnership Local Workforce Development Area

MS PARTNERSHIP LWDA REPORTED INFORMATION	NEGOTIATED LEVEL	ACTUAL LEVEL
Adult Employment Rate 2nd Quarter After Exit	83.0%	86.4%
Adult Employment Rate 4th Quarter After Exit	82.0%	86.2%
Adult Median Earnings 2nd Quarter After Exit	\$5,800	\$6,211
Adult Credential Attainment Rate 4th Quarter After Exit	62.5%	70.3%
Adult Measurable Skill Gain	52.5%	71.0%
Dislocated Worker Employment Rate 2nd Quarter After Exit	74.0%	68.8%
Dislocated Worker Employment Rate 4th Quarter After Exit	69.0%	74.3%
Dislocated Median Earnings 2nd Quarter After Exit	\$5,300	\$5,489
Dislocated Worker Credential Attainment Rate 4th Quarter After Exit	56.0%	77.8%
Dislocated Worker Measurable Skill Gain	46.5%	69.8%
Youth Employment Rate 2nd Quarter After Exit	77.0%	84.5%
Youth Employment Rate 4th Quarter Exit	77.0%	80.0%
Youth Credential Attainment Rate 4th Quarter After Exit	74.7%	70.3%
Youth Measurable Skill Gain	51.3%	75.6%
Youth Median Earnings 2nd Quarter After Exit	\$2,650	\$3,148



Central Mississippi Planning and Development District

Overview

Southcentral Mississippi Works (SMW) Local Workforce Development Area is most proud of partnerships and relationships that exist with workforce partners. These partnerships help to educate our citizens about our programs, provide them with comprehensive workforce services, and provide training as efficiently and easily as possible.

SMW, in conjunction with Hinds Community College, Copiah-Lincoln Community College, and the Mississippi Department of Employment Security, operates seven WIN Job Centers within a 17-county workforce area. Each of these centers offers a variety of services to help residents seek and secure an appropriate job. Assistance includes basic career services, individualized career services, referral to a variety of workforce partner services, and skills and job training.

The Central Mississippi Planning and Development District serves as the administrative and fiscal agent for the Southcentral Mississippi Works Local Workforce Development Area.

WIN Job Center Locations

Brookhaven

601-833-3511
545 Brookway Blvd.
P.O. Box 790
Brookhaven, MS 39602-0790

Jackson

601-321-7931
5959 I-55 N, Frontage Road
Suite C
Jackson, MS 39213

Madison County

601-407-2457
167 North Orchard Lane
Madison, MS 39110

McComb

601-684-4421
1400-A Harrison Ave.
McComb, MS 39648

Natchez

601-442-0243
107 Colonel John Pitchford
Parkway
P.O. Box 810
Natchez, MS 39121-0810

Pearl

601-936-1903
3805 US-80 East
Pearl, MS 39208

Vicksburg

601-638-1452
755 Hwy 27 S.
Vicksburg, MS 39180

INTERESTING FACT

The Mississippi Petrified Forest is a petrified forest located near Flora. It is privately owned and open for public visits. The forest is believed to have been formed 36 million years ago when fir and maple logs washed down an ancient river channel to the current site where they later became petrified. It is one of only two petrified forests in the eastern United States. It was declared a National Natural Landmark in October 1965.



PHOTO: DMOTT'S

Southcentral Mississippi Works Local Workforce Development Area's designated comprehensive WIN Job Center is located in Madison County. This center physically houses all core workforce partner staff and programs. The remaining WIN Job Centers in the area are considered Affiliate Centers. Although partner staff may not be physically located in Affiliate Centers, their services are accessible through either technology or referral.

At all WIN Job Centers, customers are provided with basic Career Services to assist them with labor market information,

assessment of current skills and needs, job exploration and career counseling, job search and placement assistance, information on in-demand industry sectors and occupations, and many other activities. Based on needs, customers are also provided with individualized career services, such as workforce preparation, internships, work experiences, and short-term prevocational services. WIOA funded training opportunities include On-the-Job Training (OJT), Individual Training Accounts (ITA), pre-apprenticeships and Internships. OJT, pre-apprenticeships, and Internships benefit both the employer and the

employee by offsetting the employer's cost of hiring and training an unskilled or under-skilled individual, while ITAs benefit individuals who are seeking to acquire or enhance their job skills.

Due to restrictions instituted as a result of the COVID-19 Pandemic, WIN Job Centers were closed to the public, except by appointment only, for a large portion of the Program Year. Staff continued to work in the centers assisting individuals with unemployment insurance filing and providing them with WIOA services either by appointment or virtually.

About Southcentral Mississippi Works (SMW)

As a local workforce development area under the federal WIOA, Southcentral Mississippi Works provides workforce development and training activities that help improve the skills and abilities of workers in order to connect them with permanent employment at a self-sustaining wage level, support the labor needs of local businesses, and contribute to the economic growth of area communities. SMW works closely with a number of workforce partner agencies, including the Mississippi Department of Employment Security, the Mississippi Department of Rehabilitation Services, the Mississippi Department of Human Services, the four local Community Colleges located within the workforce area, the Mississippi Development Authority, and local economic developers to offer a comprehensive, all-inclusive array of services to both job/service seekers and businesses. Activities are also available that are geared specifically to the youth population.



Workforce activities in the area are overseen by a Local Workforce Development Board and the Local Elected Officials Board. These boards are responsible for overall policy making and allocation of resources within the area. Workforce policies are developed in a manner that ensure employers' hiring and training needs are met and that financial resources are utilized in the most efficient manner. The Local Workforce Development Board membership includes a majority of business leaders, representatives of programs and organizations in accordance with the requirements of the WIOA law and appointed by the Local Elected Officials Board. The Local Elected Officials Board membership includes one representative from each of the 17 counties within the local area. Both boards are nominated and appointed in compliance with the WIOA law.

A workforce staff of six serves as support to the two boards. Staff oversee program activity and performance, monitor programmatic activity and fiscal accountability, provide Rapid Response services, and provide support to the area's one-stop operators and service providers. An important staff responsibility is the continual training of WIN Job Center staff in the provision of services and implementation of the area's policies and procedures for all Adult, Dislocated Worker, and Youth programs.

Local Workforce Development Plan

The Southcentral Mississippi Works (SMW) Local Workforce Development Area (LWDA) initial WIOA four-year plan was effective for the period July 1, 2016 – June 30, 2020. The recently approved plan is effective for the period July 1, 2020 - June 30, 2024. As required, at the end of each year of the four-year local plan, the SMW LWDB reviewed the local plan and submitted any needed modifications to the local plan to the Mississippi Department of Employment Security (MDES) Office of Grant Management (OGM).

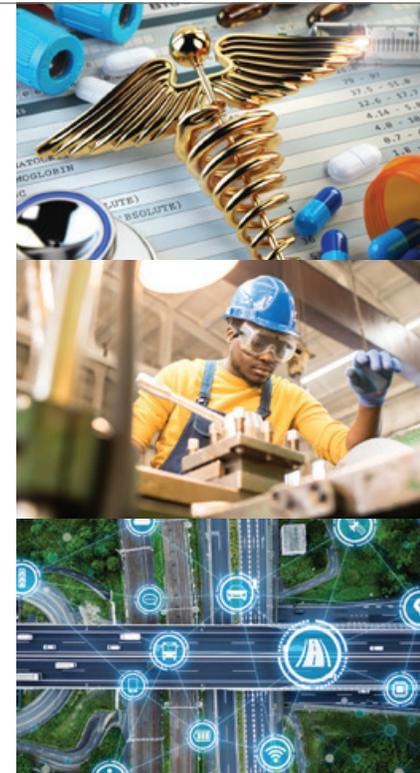


The 2020-2024 local plan supports Career Pathway and Sector Strategy alignment described in the state plan and explains how required partner programs work together to coordinate their services to better serve those seeking the skills needed to obtain a job. The plan also discusses how the local area addresses the workforce needs of area businesses.

Sector Strategy Plan

The workforce area undertook a lengthy project to identify the targeted industry sectors within the workforce area that offered the greatest potential for employment and the greatest need on the part of the employers. The industry sectors identified for Southcentral MS Works Workforce Area are healthcare, manufacturing, and transportation/distribution/logistics.

During the program year, the workforce area has worked diligently to develop training services and programs to meet the needs and fill the skill gaps identified by the industry representatives. This is an ongoing effort and while federal WIOA training dollars are not restricted to use only within these targeted sectors, the sectors are given priority in designing and planning workforce programs and activities. Workforce area staff collaborate with industry representatives to receive feedback on current and changing needs and explore ways to meet those needs. These sectors continue to be in high demand within the workforce area.



MI-BEST Community College Programs

SMW Workforce Development Area works closely with Hinds Community College, Copiah-Lincoln Community College, Holmes Community College, and Southwest Mississippi Community College under the WIOA to fund the tuition of some MI-BEST participants and to enhance the success of WIOA MI-BEST students enrolled at those community colleges. MI-BEST programs are accelerated approaches to the instruction of skills training and workplace preparation. This program structure follows that of I-BEST, an education model which challenges the conventional notion that basic skills instruction must be completed by students prior to starting college-level courses. Eligible MI-BEST students are awarded WIOA funded ITAs to pay tuition and other costs of the training. Students receive wrap-around counseling and career services focused on retention and job placement from WIOA funded staff.



Youth Programs

Services to the Out-of-School Youth population include Career Services, ITAs, and Internships. Limited services are also provided to In-School Youth in the form of Career Services and Internships for students enrolled in career and technical training in the workforce area's targeted industry sectors.



The workforce area expanded the In-School Youth program for students enrolled in sector industry career and technical training at community colleges to afford them with internship training work in their field of study during the summer months. This program was quite successful and will be continued during the school year 2021 – 2022 in an effort to connect career and technical community college students with permanent employment in their field of study.

SMW Innovative Youth Programs

The SMW Workforce Area continued to implement several unique youth programs during the year. These various programs target specialized youth populations to help participants gain basic necessary work skills and connect them with appropriate employment. One of these unique programs is operated by a local food service employer, Refill Jackson Initiative, to implement a program for at-risk out-of-school youth. Eligible program participants spend a number of weeks learning basic necessary work skills, receiving career counseling, and earning appropriate credentials, including an HSE if needed. The training and the obtaining of the NCRC provides the youth with workplace skills they need to enter gainful employment. The program then places participants with area businesses for internship opportunities.



The workforce area operates another unique program for adjudicated youth. These individuals are remanded to the program by the youth court judge as an alternative to other judgements. Participants are provided intense counseling, preparation for, and opportunities to earn a high-school equivalency if needed. They are required to earn the NCRC during program participation, and when appropriate, internships are available with area employers.

SMW also funds a program for foster care system youth in a transitional living environment, who are provided Career Services, Smart Start classes, attainment of the NCRC, and Internship opportunities upon completion of the program.

These unique programs allow the workforce area to reach special youth populations that we might not otherwise be able to reach and serve.



Workforce Response to COVID-19

COVID-19 has taken center stage for much of the program activities of 2020-2021 and has impacted the way we work, learn, and live going forward. Many individuals continue to work remotely while other workers have had to reskill and retrain for a different job.

The federal government has responded to the crisis with several new funding sources that were made available to the workforce area to assist with re-starting the economy and getting citizens back to work. The State of Mississippi submitted an application to the US Department of Labor for a National Emergency Grant and the grant was awarded in the amount of \$3 million. The workforce area received one quarter of that amount and those funds were used to pay wages for temporary workers performing tasks related to COVID, such as cleaning, disinfecting, temperature taking, trash removal, and humanitarian efforts in public facilities, buildings, and parks.

In addition, the State Legislature approved \$55 million in CARES Act funding devoted to workforce development statewide. Approximately \$49 million of that amount was used to increase training capacity at the fifteen community colleges statewide. The SMW Workforce Area received approximately \$7 million to fund On-the-Job Training (OJT) with employers and short-term training provided by the workforce area's community colleges. Many community colleges were unable to train more individuals due to restrictions of space, equipment, and instructors, but this funding allowed them the opportunity for expansion. OJT benefits not only help individuals who may have lost their jobs due to COVID, but also helps employers offset the cost of training new hires. New restrictions that were put into place because of COVID-19 often meant more training for all employees to learn how to prevent the spread of disease and stay safe on the job. OJT allows reimbursement to employers for a percentage of the salary they pay newly hired workers during a prescribed training period.

Partnership with the Mississippi State Fire Academy

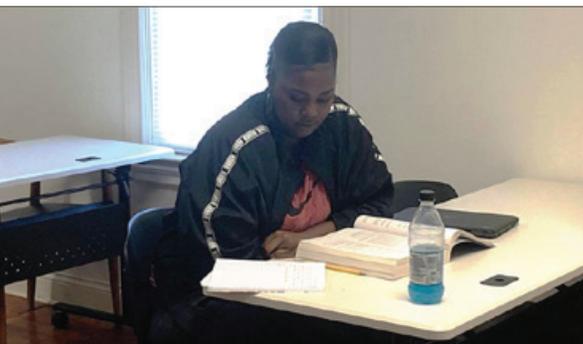
Southcentral Mississippi Works (SMW) Local Workforce Development Area (LWDA) worked to certify multiple training courses offered to first responders by the Mississippi State Fire Academy. Certifying the courses allows SMW LWDA to utilize federal Workforce Innovation and Opportunity Act (WIOA) funding to pay the cost of tuition and books for first responders attending training. Local fire departments are responsible for paying for training for first responders; however, there are never enough training funds available to meet the level of need. Being able to utilize WIOA funding to help offset the cost of the training has greatly benefited local fire departments in the workforce area. A community's fire rating is directly proportionate to the number of certified fire fighters the local fire department has on staff. The more certified fire fighters a department has, the lower the fire rating will be. The better the fire rating, the lower homeowners' insurance rates will be. This partnership is a winning opportunity for local communities and individuals seeking this training.

Pearl WIN Job Center Relocates to the Campus of Hinds Community College

Job seekers and businesses in Rankin County and surrounding counties can now access a wide variety of workforce employment and training related services at the newly-opened WIN Job Center located on the Rankin Campus of Hinds Community College (HCC). A Grand Opening event was held at the Center on April 7, 2021. The new location offers renovated office space, a computer lab, a resource center, and space for businesses interviewing prospective employees.

Being located on the Hinds Community College campus affords the Center increased visibility. The Center is a partnership between the Southcentral Mississippi Works Workforce Development Area, the MS Department of Employment Security (MDES), and HCC. Staff of MDES and HCC provide a variety of services to job seekers and employers. Using federal Workforce Innovation and Opportunity Act (WIOA) funding, individuals seeking skills advancement and training can apply for Individual Training Accounts (ITAs) to pay the cost of tuition and other expenses related to career and technical training; businesses can access funding to help offset the cost of hiring and training new employees through On the Job Training; and both job seekers and employers can access the workforce area's Internship program.

Individuals visiting the WIN Job Center who may need training can enroll on site and attend classes, thereby providing a true one-stop atmosphere for those looking for training and for work.



Refill Jackson Initiative Success Story

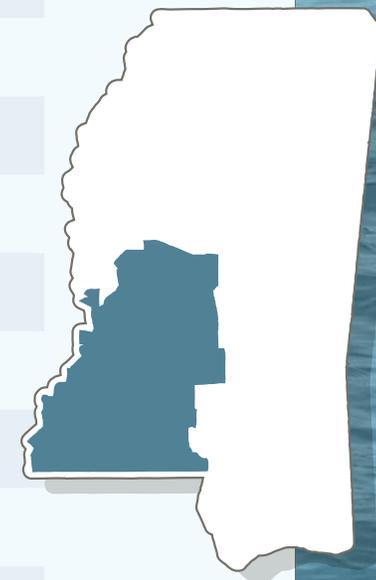
Tanquorne “Tan” Moore is a graduate of Refill Jackson Initiative. Ms. Moore, 19, was born in Hattiesburg, but now lives in Jackson. She was interested in completing the Refill Jackson Initiative training, as she wanted to make progress on her GED, learn how to be more independent, and acquire much needed job skills.

While at Refill, Ms. Moore says she has learned so many things. “During financial literacy class, I’ve learned how to manage my accounts.” She says that she also enjoys her fellow cohort members. “I really like that I am comfortable with my peers,” she says. “We share stuff with each other and relate to one another. We also learn from one another.”

As part of her training experience, Ms. Moore completed a work experience at St. Dominic Hospital. After the completion of the work experience, she dedicated her focus on earning her High School Equivalency Degree. Upon completion of that goal, she plans to enroll in a local Community College to continue her education and training.

WIOA Title I – Performance Information: Southcentral Mississippi Works Local Workforce Development Area

SOUTHCENTRAL LWDA REPORTED INFORMATION	NEGOTIATED LEVEL	ACTUAL LEVEL
Adult Employment Rate 2nd Quarter After Exit	76.0%	82.7%
Adult Employment Rate 4th Quarter After Exit	74.0%	80.6%
Adult Median Earnings 2nd Quarter After Exit	\$5,100	\$6,549
Adult Credential Attainment Rate 4th Quarter After Exit	52.0%	81.3%
Adult Measurable Skill Gain	50.0%	43.6%
Dislocated Worker Employment Rate 2nd Quarter After Exit	73.0%	77.2%
Dislocated Worker Employment Rate 4th Quarter After Exit	66.5%	78.9%
Dislocated Median Earnings 2nd Quarter After Exit	\$5,100	\$6,646
Dislocated Worker Credential Attainment Rate 4th Quarter After Exit	52.0%	84.9%
Dislocated Worker Measurable Skill Gain	46.0%	62.0%
Youth Employment Rate 2nd Quarter After Exit	71.0%	72.3%
Youth Employment Rate 4th Quarter Exit	69.0%	79.7%
Youth Credential Attainment Rate 4th Quarter After Exit	70.5%	62.4%
Youth Measurable Skill Gain	48.0%	29.7%
Youth Median Earnings 2nd Quarter After Exit	\$2,650	\$3,406



Southern Mississippi Planning and Development District

Overview

Southern Mississippi Planning and Development District (SMPDD) is the fiscal and programmatic agent for the Twin Districts Workforce Development Area (TDWDA). TDWDA provides strategic workforce training and services throughout its 24 diverse counties, from the Coast to Kemper County. TDWDA’s services are designed and delivered to increase the pipeline of well-trained individuals to meet the demands of employers within the region, both now and in the future.

TDWDA’s strength lies in its active involvement and guidance from the TDWDA Board, the One-Stop Committee, the Industry Advisory Council (IAC), the Youth Committee, the Local Elected Officials Board, and workforce partners including East Central Planning and Development District (ECPDD). Additionally, TDWDA partners with the Mississippi Department of Employment Security (MDES), and our area community colleges – East Central Community College (ECCC), Jones College (JC), Meridian Community College (MCC), Mississippi Gulf Coast Community College (MGCCC), and Pearl River Community College (PRCC) – to provide career pathways and relevant training programs aligned with the unique and specific industry demands. Twin Districts accomplishes this by funding occupational skills training as well as work-based learning activities including youth work experiences, internships, externships, pre-apprenticeships, apprenticeships, on-the-job training (OJT), customized training, and incumbent worker training, including layoff aversion strategies.

WIN Job Center Locations

Carthage

601-267-9282
202 C.O. Brooks St.
Carthage, MS 39051-4262

Choctaw, MS

601-663-7722
266 Industrial Road
Choctaw, MS 39350

Columbia

601-736-2628
1111 Highway 98
Columbia, MS 39429-3701

Forest

601-469-2851
536 Deer Field Drive
Forest, MS 39074-6005

Hancock County

228-466-5425
856 Hwy 90 Suite D
Bay St Louis, MS 39520

Harrison County (Comprehensive Center)

228-897-6900
10162 Southpark Drive
Gulfport, MS 39505-2849

Hattiesburg

601-584-1202
1911 Arcadia Street
Hattiesburg, MS 39401-5428

Laurel

601-399-4000
2139 Highway 15 N, Suite D
Laurel, MS 39440

Meridian

601-553-9511
2000 Highway 19 N
Meridian, MS 39307-4906

Pascagoula

228-762-4713
1604 Denny Ave.
P.O. Box 1058
Pascagoula, MS 39568-1058

Philadelphia

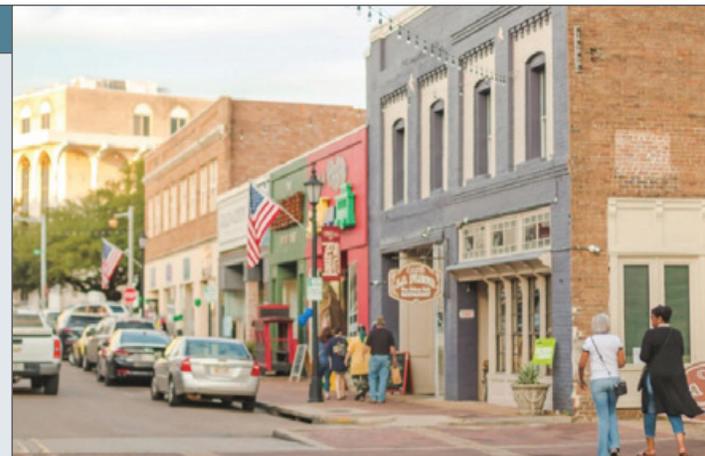
601-389-3431
1016 Saxon Airport Road
Philadelphia, MS 39350

Picayune

601-798-3472
2005 Wildwood Road
Picayune, MS 39466

INTERESTING FACT

How Laurel became America’s “Home Town”
Erin and Ben Napier’s dream of restoring their beloved hometown back to her former glory as a bustling sawmill town of the early 1900’s put the small town on the map. The couple introduces others to the joys and advantages of small town living through their TV Show, “Home Town.”



All TDWDA community college partners were able to quickly transition to serving students remotely, and when possible, providing flexible training schedules to facilitate training during the unprecedented times that COVID-19 presented.

As part of the American Job Center Network, TDWDA has 12 WIN Job Centers that fulfill two primary missions: assisting employers in locating and training a highly skilled labor force specific to their operational needs, and assisting job-seekers in obtaining high-demand skills and job search tools that will lead them to long-term employment

with family sustaining wages. Through career exploration, job placement, career counseling, and work-based and educational training opportunities, WIN Job Centers help employers recruit and train employees to meet their business needs. They help participants find jobs and obtain the skills they need to improve their own lifelong career pathways. As the backbone of the local workforce system, WIN Job Centers are a critical component in creating a Work-Ready Mississippi.

The WIN Job Center in Harrison County, located in Gulfport, serves as the

Comprehensive Center for Twin Districts. All of the core partners (MDES, MDHS, MDRS, and the community college-MGCCC) are located in the Comprehensive Center. Additionally, a WIOA Youth and Senior Community Services Employment Program (SCSEP) representative are available to make referrals throughout the workforce district. Other on-site partners include Veterans Services, UI, and Wagner Peyser Labor Exchange. The partners work together to ensure that the individual is receiving the workforce training services and support services they need to make them as successful as possible.



Innovation and Perseverance Pays Off

THROUGHOUT THE PANDEMIC

TDWDA WIOA Youth Services

Twin Districts has a Youth Committee that works with youth service providers to ensure that Twin Districts offers training programs that provide the education and skills needed for the future workforce. The Committee and Board strive to connect area youth with training, education, and work experience in high growth labor markets. Currently, the Twin Districts youth programs are available to Out-of-School Youth (OSY) age 16 to 24. SMPDD has been very successful as a direct services provider for OSY at four (4) sites located in Laurel, Forest, Waveland, and Columbia. SMPDD recently began a pilot program for In-School Youth. Additionally, there are eight (8) other OSY sites operated by SMPDD/TDWDA youth services providers. Work readiness training/soft skills, financial literacy, High School Equivalency (HSE) test prep, National Career Readiness Certification (NCRC) testing, and paid work experience are among the services provided as we “meet the youth where they are” in their journey to be good citizens earning family sustaining wages. As part of the Sector Strategy, there is time spent in the youth curriculum on familiarizing the individuals with the pathways and skill requirements for jobs in Advanced Manufacturing, Energy and Chemicals, Information Technology, and Healthcare.

In-School Youth Waiver

One of the goals of the TDWDA Sector Strategy Plan is to establish a growing partnership with high school **CTE** programs. In order to achieve this goal, SMPDD formed a partnership with the Mississippi Department of Education to provide WIOA youth services to high school career and technical students. Through the partnership, the objectives of both programs are met. SMPDD has worked with local CTE Directors, Work based Learning Coordinators, and Guidance Counselors to enroll CTE students into WIOA youth programs. The high school CTE programs provide the youth training in a specific pathway and the WIOA youth programs provide work readiness skills training, supportive services, and connect the youth to work based learning opportunities. Because COVID-19 required us to adapt our training model to provide remote services, we now have the capability to connect with all CTE program in the TDWDA. We piloted the program with Kemper County High School and Hattiesburg High School. Although we only enrolled 35 in-school youth in program year 2020, the plan is to expand to several CTE programs across the TDWDA 24 county service area and therefore, enroll many more in-school youth into the WIOA youth program utilizing our 50/50 waiver. SMPDD and TDWDA are currently participating in statewide Perkins V taskforce planning team meetings to better align our funding streams, reduce duplication, and further coordinate our services.



Youth Success Story

Autumn Sumrall is a 17-year-old youth who enrolled into the WIOA Out-of-School program in Harrison County on September 22, 2020, during uncertain times.

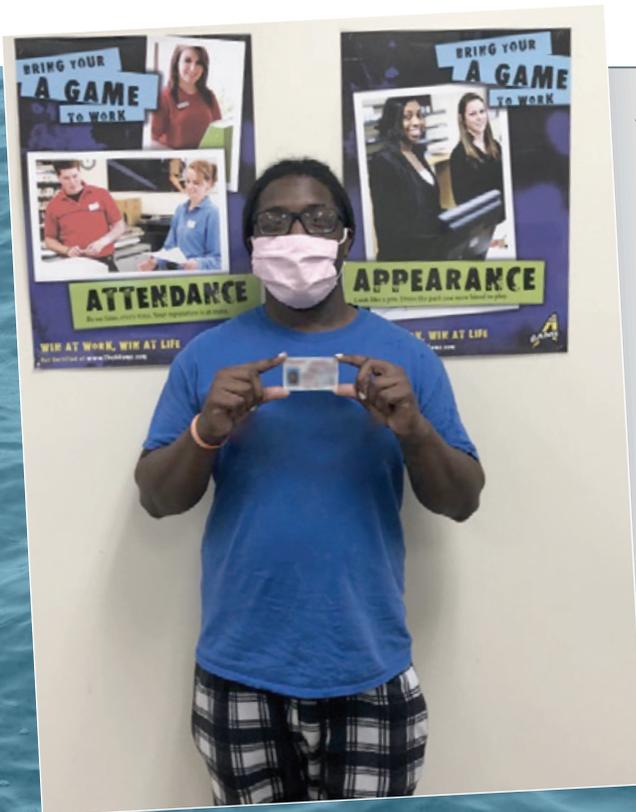
Due to the COVID-19 Pandemic, Ms. Sumrall would have to fulfill her WIOA Youth coursework and Adult Education requirements online. Despite the challenges of COVID-19, she successfully completed her WIOA Youth coursework and earned her High School Equivalency (HSE).

After earning her HSE, Ms. Sumrall enrolled in Mississippi Gulf Coast Community College where she is currently working to obtain an Associate Degree. This past semester she made the Vice President's list. She plans to continue her education at a senior college where she will major in psychology.



Logistics Supply Chain Disruptions due to COVID-19 and Truck Driver Training

Logistics companies have been directly affected by the COVID-19 pandemic. As an integral part of value chains, both within and across state lines, logistics companies facilitate trade and commerce and help local businesses get their products to customers. Supply chain disruptions to the sector caused by the pandemic could impact competitiveness, economic growth, and job creation. Truck Drivers are in great demand in the TDWDA and training programs are expanding their programs to accommodate that need. Many of our PY20 Success Stories came from people who were training in Truck Driving and getting their CDL, which has proven mutually beneficial for those involved (training provider and student) and for our area's recovery.



Youth Success Story

When Lorenzo Hudson enrolled in the Eagle S.O.A.R. WIOA Out-of-School Youth Program, he was an unemployed parolee without a high school diploma. Mr. Hudson realized he was headed down the wrong path and wanted to change his life. He had a career goal of becoming a commercial truck driver.

Mr. Hudson was co-enrolled in adult education while receiving work ethics training. He participated in work experience at the City of Meridian. Because of his excellent work ethics, Mr. Hudson was offered a permanent position. However, he declined the position in order to focus on fulfilling his career and education goals. Soon Lorenzo enrolled in Meridian Community College's commercial truck driving class.

In May 2021, Mr. Hudson completed the commercial truck driving class and earned his commercial truck driving license. Next, he earned his high school equivalency. He is now working for Big M Transportation and living his dream. He stated, "I am so thankful for the Eagles S.O.A.R. program that helped me turn my life around!"

New Opportunity

Robin Harper has always worked in the restaurant industry. She was employed by River Hut Restaurant for over seven years when the COVID-19 pandemic affected her area and the restaurant closed. Ms. Harper reached out to the WIN Job Center (WJC) for assistance in filing an unemployment claim.

The WJC staff discussed other options of non-traditional employment with the claimant, local labor market information, Job Skills Training courses, Career Counseling, and the Mississippi Self-Employment Assistance Program.

Ms. Harper always dreamed of going into business for herself. She had over ten years of

experience working with restaurants and serving customers, but she did not know how to start a business. After the WJC staff explained the Self Employment Assistance Program (SEAP), she chose to start the process of opening her own restaurant. WJC staff assisted her in contacting the city of Carthage and obtaining permits and information regarding Food Safety Manager Training Course and ANSI Accreditation Exam.

She opened Robin's Steak and Grill in Edinburg in October 2020. The restaurant has received excellent ratings on the food and customer service. Both curbside service and dining room services are available. Ms. Harper hopes to expand her business as the economy allows. She is grateful for the assistance she received from the staff of the Carthage WJC.



On-the-Job Training Provides Invaluable Skill Sets

Jessie Galvan became a dislocated worker due to the onset of the COVID-19 pandemic that disrupted businesses and employees alike. Prior to the pandemic he had worked in various industries but was looking for an opportunity to learn a new skill and begin a career, not just another job.

Mr. Galvan had experience as a foreman overseeing a small crew that specialized in landscaping. He enjoyed the outdoors and working with his hands. Because he isn't the "college type" per se, he was hoping to find an opportunity in an apprenticeship program.

Mr. Galvan discovered an on-the-job training opportunity by browsing the MDES website.

He began working with Superior as a Tile Setter through the OJT program and quickly learned a valuable skillset. His dedication and work ethic led to an increase in pay from \$12.00 to \$15.00 per hour during the training.

Mr. Galvan received several accolades from his employer throughout the training for his determination and work ethic. Not only has Mr. Galvan learned new skills and been employed during the pandemic, but he also has an opportunity for advancement and a chance to hone his craft skills.

COVID-19 National Dislocated Worker Grant

This program has provided much needed work experience and wages to multiple Dislocated Workers in our area, while simultaneously assisting local government agencies and non-profit organizations in combating the COVID-19 pandemic.

Job Areas Include
Sanitation
Public Health
Safe Food Preparation/Delivery
Clerical duties involving COVID-19 mitigation and workload

As the effects of COVID-19 deepen and the economic situation becomes more unstable, the job skills gained by our participants will only increase in demand.

Most of our participants that have exited the program have found full-time employment or returned to school, which we consider a success.

National Dislocated Worker Grant Success Story

“I am happy I am working at the WIN Job Center because of the NDWG program. In my previous job at a cleaning company, I mostly worked in a room by myself, especially during COVID-19. I now get to greet customers with a smile and assist them in small ways in their search for employment. I also sanitize and clean areas our customers use to help keep them safe. It makes me glad to brighten their day and provide service to the community.

The pandemic was very hard for everyone to go through, but I am glad it led me to this position. I now have a good salary, great hours, and get to work with kind, dedicated people. Thank you for the opportunity and best wishes for future success.” -- Teresa Starr

The **DISLOCATED WORKER PROGRAM** is designed to help workers get back to work as quickly as possible and overcome barriers to employment.





PINE BELT AREA

DRIVE-THRU JOB FAIR

Many employment opportunities available!

Be prepared for on-site interviews.

Dress for success and bring plenty of resumes (copiers will not be available).

Pre-register at jobfairs.ms.gov
Please print your registration confirmation and provide this at the check-in station on the day of the job fair.

Pre-registration is highly encouraged.

10AM-3PM • THURSDAY, JUNE 10
Multipurpose Building Parking Lot
962 Sullivan Drive, Hattiesburg, MS

Please bring your own Masks. They will be required while interacting with businesses or event staff. Attendees will NOT be allowed to leave their vehicles.

MDES MISSISSIPPI DEPARTMENT OF EMPLOYMENT SECURITY
GOVERNOR'S JOBFAIR NETWORK OF MISSISSIPPI
WIN Job Center American Job Center
ADP AREA DEVELOPMENT PARTNERSHIP GREATER HATTIESBURG MS

An equal opportunity employer and program. MDES has auxiliary aids and services available upon request to those with disabilities. Those needing TTY assistance may call 800-542-9228. Funded by the U.S. Department of Labor through the Mississippi Department of Employment Security.

Innovative Solutions: Drive-Thru Job Fairs

The TDWDA WIN Job Centers continue to work closely with local employers to meet their hiring needs. With the waning of COVID-19 regulations, more employers are interested in job fairs. The local WIN Job Centers continue to reach out to employers in an effort to host/attend more fairs.

In the meantime, the job fairs hosted/attended have been successful. The Pine Belt area job fair was a great success! There were 45 employers in attendance. There were 276 interviews held on-site and more than 170 job offers were made the day of the fair. The projected numbers of new hires from this event are expected to be 200.

Senior Community Service Employment Program (SCSEP)

The Senior Community Service Employment Program (SCSEP) is a strategic partner in the WIOA Combined State Plan. The project operates under the Economic Workforce Development Division at SMPDD and is aligned with our TDWDA WIOA programs. Enrollment into SCSEP allows low-income people over the age of 55 to earn subsidized wages as they update and upgrade their job skills. Numerous host agency partners provide the on-site local training, supervision, and mentorship to help make our SCSEP participants successful. The goal for each SCSEP Participant is to be able to re-enter their local workforce and obtain permanent, unsubsidized employment.



WIOA Title I – Performance Information: Twin Districts Local Workforce Development Area

TWIN DISTRICTS LWDA REPORTED INFORMATION	NEGOTIATED LEVEL	ACTUAL LEVEL
Adult Employment Rate 2nd Quarter After Exit	76.5%	80.2%
Adult Employment Rate 4th Quarter After Exit	75.0%	76.9%
Adult Median Earnings 2nd Quarter After Exit	\$5,100	\$6,361
Adult Credential Attainment Rate 4th Quarter After Exit	51.0%	51.7%
Adult Measurable Skill Gain	40.0%	53.8%
Dislocated Worker Employment Rate 2nd Quarter After Exit	72.0%	67.2%
Dislocated Worker Employment Rate 4th Quarter After Exit	67.0%	70.3%
Dislocated Median Earnings 2nd Quarter After Exit	\$5,300	\$5,407
Dislocated Worker Credential Attainment Rate 4th Quarter After Exit	51.0%	54.2%
Dislocated Worker Measurable Skill Gain	45.5%	60.8%
Youth Employment Rate 2nd Quarter After Exit	74.0%	78.1%
Youth Employment Rate 4th Quarter Exit	71.0%	77.4%
Youth Credential Attainment Rate 4th Quarter After Exit	68.0%	58.2%
Youth Measurable Skill Gain	50.0%	59.4%
Youth Median Earnings 2nd Quarter After Exit	\$2,200	\$3,042



APPENDIX C

On-the-Job Training Accounts and Individual Training Accounts

On-the-Job Training Including MDES, MDA, & Other Funding Sources

The following tables identify the breakdown of On-the-Job Training (OJT) spending by Fund Source Category and Local Workforce Area for all funds including funds from the Mississippi Development Authority. These tables help demonstrate the diversity of the areas served with the OJT funding.

OJT by Fund Source Category

OJT Fund Source Type	Number of Trainees Trained	Total Amount Obligated
WIOA Adult	588	\$1,856,562.61
WIOA Dislocated Worker	106	\$384,110.40
Non-WIOA Funds	1,477	\$4,678,136.11
OVERALL TOTAL	2,171	\$6,918,809.12

OJT by Local Workforce Development Areas

OJT Fund Source Type	Number of Trainees Trained	Total Amount Obligated
Delta	369	\$1,216,375.43
MS Partnership	1,042	\$3,125,433.42
Southcentral	425	\$1,471,900.31
Twin Districts	335	\$1,105,099.96
TOTAL	2,171	\$6,918,809.12

OJT by Fund Source Category

OJT Fund Source Type	Number of Trainees Trained	Total Amount Obligated
Adult - [AD]	588	\$1,856,562.61
CARES Act - HB1795 - [CA]	1,088	\$2,665,278.41
Dislocated Worker - [DW]	106	\$384,110.40
MDA Blauer - [A1]	12	\$45,240.00
MDA Corelle - [M0]	41	\$257,588.00
MDA Crown, Cork & Seal - [MC]	9	\$87,044.80
MDA FedEx Supply Chain - [MD]	4	\$22,016.00
MDA General Atomics - [M6]	93	\$498,296.76
MDA Greenserv - [MJ]	5	\$28,800.00
MDA Hearthside Food Solutions, LLC - [M8]	7	\$40,784.00
MDA Loss Prevention Services - [P3]	16	\$43,929.60
MDA Milwaukee Tool - [ML]	46	\$242,120.00
MDA PeopleShores - [M7]	22	\$82,135.00
MDA Roll Form Group - [MK]	6	\$22,948.00
MDA Sutter Street Mfg - [M5]	25	\$99,140.00
MDA Viking/Lynx Grills - [M9]	5	\$26,509.60
MDA VT Halter Marine - [MZ]	48	\$264,928.00
MDA Westport Linen - [MQ]	17	\$24,480.00
MS Works Apprenticeship - [P2]	15	\$179,820.74
NEG - Opioid - [N1]	8	\$17,861.20
WIOA Rapid Response - [WR]	10	\$29,216.00
OVERALL TOTAL	2,171	\$6,918,809.12

Individual Training Accounts

Individual Training Accounts Summary

Provider Name	Course/Major Description	Total Participants Trained	Total Budgeted Amount	Total Amount Per Provider	Cost per Participants
Ace Training Center, Inc.	Truck Driving	101	\$422,100.00	\$422,100.00	\$4,179.21
Alcorn State University School of Nursing	Health Related Occupations	11	\$39,810.00	\$39,810.00	\$3,619.09
Bevill State Community College	Health Related Occupations	11	\$19,912.00	\$19,912.00	\$1,810.18
Coahoma Community College	Health Related Occupations	27	\$66,789.30	\$66,789.30	\$2,473.68
Copiah-Lincoln Community College	Health Related Occupations	21	\$45,885.49	\$49,865.49	\$1,994.62
	Welding Occupations	4	\$3,980.00		
CRW Truck Driving Training School	Truck Driving	77	\$292,500.00	\$292,500.00	\$3,798.70
Delta State University	Academic Classes	20	\$53,855.93	\$172,530.80	\$2,500.45
	Business Occupations	13	\$27,802.52		
	Computer Occupations	1	\$2,900.63		
	Health Related Occupations	30	\$63,471.72		
	Health Related Occupations	3	\$18,500.00		
	Truck Driving	2	\$6,000.00		
Desoto Dental Institute	Health Related Occupations	1	\$1,500.00	\$1,500.00	\$1,500.00
DSC Training Academy	Truck Driving	1	\$3,200.00	\$3,200.00	\$3,200.00
East Central Community College	Electrical Occupations	2	\$3,000.00	\$41,754.07	\$2,319.67
	Health Related Occupations	7	\$16,254.07		
	Truck Driving	9	\$22,500.00		

Individual Training Accounts Summary

Provider Name	Course/Major Description	Total Participants Trained	Total Budgeted Amount	Total Amount Per Provider	Cost per Participants
East Mississippi Community College	Automotive Occupations	2	\$4,500.00	\$99,704.96	\$1,311.91
	Building & Construction Trades	2	\$4,500.00		
	Computer Occupations	1	\$3,000.00		
	Health Related Occupations	35	\$33,395.00		
	Manufacturing	9	\$6,190.00		
	Production Machine Occupations	3	\$4,000.00		
	Truck Driving	22	\$42,199.96		
	Welding Occupations	2	\$1,920.00		
Global Trucking Academy	Truck Driving	25	\$88,400.00	\$88,400.00	\$3,536.00
Hinds Community College	Automotive Occupations	2	\$2,955.95	\$107,453.50	\$1,852.65
	Building & Construction Trades	2	\$1,603.55		
	Business Occupations	3	\$6,333.75		
	Health Related Occupations	22	\$51,063.42		
	Maintenance Occupations	1	\$2,430.05		
	Miscellaneous Occupations	20	\$37,231.31		
	Service Occupations	6	\$4,076.10		
	Welding Occupations	2	\$1,759.37		

Individual Training Accounts Summary

Provider Name	Course/Major Description	Total Participants Trained	Total Budgeted Amount	Total Amount Per Provider	Cost per Participants
Holmes Community College	Building & Construction Trades	1	\$250.00	\$157,231.55	\$2,246.17
	Business Occupations	1	\$2,290.71		
	Computer Occupations	1	\$1,405.00		
	Electrical Occupations	14	\$23,050.00		
	Health Related Occupations	52	\$127,824.84		
	Maintenance Occupations	1	\$2,411.00		
Itawamba Community College	Automotive Occupations	1	\$3,000.00	\$46,605.15	\$1,941.88
	Health Related Occupations	20	\$37,525.15		
	Truck Driving	3	\$6,080.00		
Jones College	Health Related Occupations	49	\$117,502.00	\$239,157.00	\$2,415.73
	Service Occupations	27	\$84,955.00		
	Truck Driving	23	\$36,700.00		
Meridian Community College	Building & Construction Trades	1	\$952.00	\$264,598.02	\$2,814.87
	Health Related Occupations	76	\$213,112.74		
	Production Machine Occupations	2	\$3,884.00		
	Truck Driving	14	\$43,707.28		
	Welding Occupations	1	\$2,942.00		

Individual Training Accounts Summary

Provider Name	Course/Major Description	Total Participants Trained	Total Budgeted Amount	Total Amount Per Provider	Cost per Participants
Mississippi Delta Community College	Electrical Occupations	4	\$11,011.10	\$275,682.36	\$2,397.24
	Health Related Occupations	92	\$224,066.26		
	Maintenance Occupations	1	\$1,630.00		
	Manufacturing	1	\$275.00		
	Service Occupations	5	\$15,900.00		
	Truck Driving	12	\$22,800.00		
Mississippi Gulf Coast Community College	Academic Classes	4	\$9,105.00	\$209,380.22	\$2,868.22
	Business Occupations	14	\$36,971.05		
	Computer Occupations	4	\$8,585.00		
	Health Related Occupations	42	\$121,807.17		
	Maintenance Occupations	2	\$6,000.00		
	Welding Occupations	7	\$26,912.00		
Mississippi State Fire Academy	Fire Occupations	19	\$4,636.63	\$4,636.63	\$244.03
Mississippi State University	Computer Occupations	1	\$1,500.00	\$9,150.00	\$1,525.00
	Health Related Occupations	3	\$4,650.00		
	Transportation	2	\$3,000.00		
Mississippi Truck Driving School, LLC	Truck Driving	88	\$236,399.50	\$236,399.50	\$2,686.36
Mississippi University for Women	Health Related Occupations	1	\$4,000.00	\$4,000.00	\$4,000.00
Mississippi Valley State University	Academic Classes	8	\$22,500.00	\$26,500.00	\$2,650.00
	Business Occupations	2	\$4,000.00		

Individual Training Accounts Summary

Provider Name	Course/Major Description	Total Participants Trained	Total Budgeted Amount	Total Amount Per Provider	Cost per Participants
Northeast Mississippi Community College	Academic Classes	1	\$766.01	\$63,568.85	\$1,816.25
	Automotive Occupations	2	\$4,500.00		
	Health Related Occupations	20	\$39,004.84		
	Production Machine Occupations	2	\$798.00		
	Truck Driving	10	\$18,500.00		
Northwest Mississippi Community College	Business Occupations	1	\$3,000.00	\$163,674.92	\$2,045.94
	Electrical Occupations	11	\$17,465.00		
	Health Related Occupations	52	\$118,424.92		
	Maintenance Occupations	1	\$3,000.00		
	Production Machine Occupations	2	\$4,500.00		
	Truck Driving	12	\$16,590.00		
	Welding Occupations	1	\$695.00		
OceanPointe Dental Academy of MS	Health Related Occupations	1	\$1,500.00	\$1,500.00	\$1,500.00

Individual Training Accounts Summary

Provider Name	Course/Major Description	Total Participants Trained	Total Budgeted Amount	Total Amount Per Provider	Cost per Participants
Pearl River Community College	Academic Classes	6	\$14,121.00	\$232,661.35	\$2,398.57
	Business Occupations	1	\$2,235.00		
	Computer Occupations	1	\$4,500.00		
	Electrical Occupations	2	\$1,073.13		
	Health Related Occupations	75	\$188,572.81		
	Service Occupations	11	\$22,000.00		
	Welding Occupations	1	\$159.41		
Phillips Community College UA-Helena Campus	Health Related Occupations	3	\$7,217.16	\$7,217.16	\$2,405.72
Southwest Mississippi Community College	Business Occupations	1	\$2,064.50	\$59,014.35	\$2,682.47
	Health Related Occupations	21	\$56,949.85		
Truck Driver Institute, Inc.	Truck Driving	28	\$102,490.04	\$102,490.04	\$3,660.36
University of Mississippi	Academic Classes	3	\$3,980.00	\$3,980.00	\$1,326.67
University of Mississippi Medical Center-Student Affairs	Health Related Occupations	1	\$3,000.00	\$3,000.00	\$3,000.00
University of Southern Mississippi	Service Occupations	5	\$21,500.00	\$21,500.00	\$4,300.00
TOTAL		1,374	\$3,537,467.22	\$3,537,467.22	\$2,574.58

Local Workforce Development Areas Individual Training Accounts

All Local Workforce Development Areas

Local Area	Provider Name	Course Major	# of Participants	Total Amount
Delta	Ace Training Center, Inc.	Truck Driving	55	\$228,900.00
Delta	Alcorn State University School of Nursing	Health Related Occupations	3	\$11,336.00
Delta	Coahoma Community College	Health Related Occupations	25	\$63,492.80
Delta	CRW Truck Driving Training School	Truck Driving	31	\$126,500.00
Delta	Delta State University	Academic Classes	13	\$37,041.43
Delta	Delta State University	Business Occupations	12	\$23,802.02
Delta	Delta State University	Computer Occupations	1	\$2,900.63
Delta	Delta State University	Health Related Occupations	29	\$63,196.25
Delta	DSC Training Academy	Truck Driving	1	\$3,200.00
Delta	Hinds Community College	Health Related Occupations	2	\$5,314.90
Delta	Holmes Community College	Electrical Occupations	2	\$3,850.00
Delta	Holmes Community College	Health Related Occupations	15	\$37,997.85
Delta	Holmes Community College	Maintenance Occupations	1	\$2,411.00
Delta	Meridian Community College	Health Related Occupations	1	\$2,000.00
Delta	Mississippi Delta Community College	Electrical Occupations	4	\$11,011.10
Delta	Mississippi Delta Community College	Health Related Occupations	90	\$218,289.31

All Local Workforce Development Areas

Local Area	Provider Name	Course Major	# of Participants	Total Amount
Delta	Mississippi Delta Community College	Maintenance Occupations	1	\$1,630.00
Delta	Mississippi Delta Community College	Manufacturing	1	\$275.00
Delta	Mississippi Delta Community College	Service Occupations	4	\$14,400.00
Delta	Mississippi Delta Community College	Truck Driving	12	\$22,800.00
Delta	Mississippi Truck Driving School, LLC	Truck Driving	21	\$88,200.00
Delta	Mississippi University for Women	Health Related Occupations	1	\$4,000.00
Delta	Mississippi Valley State University	Academic Classes	7	\$18,000.00
Delta	Mississippi Valley State University	Business Occupations	2	\$4,000.00
Delta	Northwest Mississippi Community College	Electrical Occupations	2	\$4,250.00
Delta	Northwest Mississippi Community College	Health Related Occupations	23	\$51,266.87
Delta	Phillips Community College UA-Helena Campus	Health Related Occupations	3	\$7,217.16
Delta	Truck Driver Institute, Inc.	Truck Driving	22	\$88,490.04
MS Partnership	Bevill State Community College	Health Related Occupations	11	\$19,912.00
MS Partnership	Coahoma Community College	Health Related Occupations	2	\$3,296.50
MS Partnership	CRW Truck Driving Training School	Truck Driving	16	\$40,000.00
MS Partnership	Delta State University	Health Related Occupations	1	\$275.47
MS Partnership	Delta Technical College	Truck Driving	1	\$2,500.00

All Local Workforce Development Areas

Local Area	Provider Name	Course Major	# of Participants	Total Amount
MS Partnership	Desoto Dental Institute	Health Related Occupations	1	\$1,500.00
MS Partnership	East Central Community College	Electrical Occupations	1	\$1,500.00
MS Partnership	East Central Community College	Health Related Occupations	2	\$3,000.00
MS Partnership	East Central Community College	Truck Driving	2	\$5,000.00
MS Partnership	East Mississippi Community College	Automotive Occupations	2	\$4,500.00
MS Partnership	East Mississippi Community College	Building & Construction Trades	2	\$4,500.00
MS Partnership	East Mississippi Community College	Computer Occupations	1	\$3,000.00
MS Partnership	East Mississippi Community College	Health Related Occupations	35	\$33,395.00
MS Partnership	East Mississippi Community College	Manufacturing	9	\$6,190.00
MS Partnership	East Mississippi Community College	Production Machine Occupations	3	\$4,000.00
MS Partnership	East Mississippi Community College	Truck Driving	22	\$42,199.96
MS Partnership	East Mississippi Community College	Welding Occupations	2	\$1,920.00
MS Partnership	Holmes Community College	Building & Construction Trades	1	\$250.00
MS Partnership	Holmes Community College	Electrical Occupations	8	\$12,000.00
MS Partnership	Holmes Community College	Health Related Occupations	25	\$51,636.14
MS Partnership	Itawamba Community College	Automotive Occupations	1	\$3,000.00
MS Partnership	Itawamba Community College	Health Related Occupations	20	\$37,525.15

All Local Workforce Development Areas

Local Area	Provider Name	Course Major	# of Participants	Total Amount
MS Partnership	Itawamba Community College	Truck Driving	3	\$6,080.00
MS Partnership	Jones College	Truck Driving	1	\$1,500.00
MS Partnership	Meridian Community College	Health Related Occupations	9	\$16,965.04
MS Partnership	Mississippi Delta Community College	Health Related Occupations	1	\$640.00
MS Partnership	Mississippi Delta Community College	Service Occupations	1	\$1,500.00
MS Partnership	Mississippi State Fire Academy	Fire Occupations	15	\$2,636.63
MS Partnership	Mississippi State University	Computer Occupations	1	\$1,500.00
MS Partnership	Mississippi State University	Health Related Occupations	3	\$4,650.00
MS Partnership	Mississippi State University	Transportation	2	\$3,000.00
MS Partnership	Mississippi Truck Driving School, LLC	Truck Driving	66	\$143,999.50
MS Partnership	Northeast Mississippi Community College	Academic Classes	1	\$766.01
MS Partnership	Northeast Mississippi Community College	Automotive Occupations	2	\$4,500.00
MS Partnership	Northeast Mississippi Community College	Health Related Occupations	20	\$39,004.84
MS Partnership	Northeast Mississippi Community College	Production Machine Occupations	2	\$798.00
MS Partnership	Northeast Mississippi Community College	Truck Driving	10	\$18,500.00
MS Partnership	Northwest Mississippi Community College	Business Occupations	1	\$3,000.00
MS Partnership	Northwest Mississippi Community College	Electrical Occupations	9	\$13,215.00

All Local Workforce Development Areas

Local Area	Provider Name	Course Major	# of Participants	Total Amount
MS Partnership	Northwest Mississippi Community College	Health Related Occupations	29	\$67,158.05
MS Partnership	Northwest Mississippi Community College	Maintenance Occupations	1	\$3,000.00
MS Partnership	Northwest Mississippi Community College	Production Machine Occupations	2	\$4,500.00
MS Partnership	Northwest Mississippi Community College	Truck Driving	12	\$16,590.00
MS Partnership	Northwest Mississippi Community College	Welding Occupations	1	\$695.00
MS Partnership	OceanPointe Dental Academy of MS	Health Related Occupations	1	\$1,500.00
MS Partnership	Truck Driver Institute, Inc.	Truck Driving	6	\$14,000.00
MS Partnership	University of Mississippi	Academic Classes	2	\$2,980.00
Southcentral MS Works	Ace Training Center, Inc.	Truck Driving	30	\$126,000.00
Southcentral MS Works	Alcorn State University School of Nursing	Health Related Occupations	8	\$28,474.00
Southcentral MS Works	Copiah-Lincoln Community College	Health Related Occupations	21	\$45,885.49
Southcentral MS Works	Copiah-Lincoln Community College	Welding Occupations	4	\$3,980.00
Southcentral MS Works	CRW Truck Driving Training School	Truck Driving	25	\$105,000.00
Southcentral MS Works	Delta State University	Academic Classes	7	\$16,814.50
Southcentral MS Works	Delta State University	Business Occupations	1	\$4,000.50
Southcentral MS Works	Delta Technical College	Health Related Occupations	3	\$18,500.00
Southcentral MS Works	Delta Technical College	Truck Driving	1	\$3,500.00

All Local Workforce Development Areas

Local Area	Provider Name	Course Major	# of Participants	Total Amount
Southcentral MS Works	Global Trucking Academy	Truck Driving	25	\$88,400.00
Southcentral MS Works	Hinds Community College	Automotive Occupations	2	\$2,955.95
Southcentral MS Works	Hinds Community College	Building & Construction Trades	2	\$1,603.55
Southcentral MS Works	Hinds Community College	Business Occupations	3	\$6,333.75
Southcentral MS Works	Hinds Community College	Health Related Occupations	20	\$45,748.52
Southcentral MS Works	Hinds Community College	Maintenance Occupations	1	\$2,430.05
Southcentral MS Works	Hinds Community College	Miscellaneous Occupations	20	\$37,231.31
Southcentral MS Works	Hinds Community College	Service Occupations	6	\$4,076.10
Southcentral MS Works	Hinds Community College	Welding Occupations	2	\$1,759.37
Southcentral MS Works	Holmes Community College	Business Occupations	1	\$2,290.71
Southcentral MS Works	Holmes Community College	Computer Occupations	1	\$1,405.00
Southcentral MS Works	Holmes Community College	Electrical Occupations	4	\$7,200.00
Southcentral MS Works	Holmes Community College	Health Related Occupations	12	\$38,190.85
Southcentral MS Works	Meridian Community College	Health Related Occupations	13	\$31,108.32
Southcentral MS Works	Mississippi Delta Community College	Health Related Occupations	1	\$5,136.95
Southcentral MS Works	Mississippi State Fire Academy	Fire Occupations	4	\$2,000.00
Southcentral MS Works	Mississippi Valley State University	Academic Classes	1	\$4,500.00
Southcentral MS Works	Pearl River Community College	Health Related Occupations	5	\$14,160.00

All Local Workforce Development Areas

Local Area	Provider Name	Course Major	# of Participants	Total Amount
Southcentral MS Works	Southwest Mississippi Community College	Business Occupations	1	\$2,064.50
Southcentral MS Works	Southwest Mississippi Community College	Health Related Occupations	21	\$56,949.85
Southcentral MS Works	University of Mississippi	Academic Classes	1	\$1,000.00
Southcentral MS Works	University of Mississippi Medical Center	Health Related Occupations	1	\$3,000.00
Southcentral MS Works	University of Southern Mississippi	Service Occupations	1	\$2,500.00
Twin Districts	Ace Training Center, Inc.	Truck Driving	16	\$67,200.00
Twin Districts	CRW Truck Driving Training School	Truck Driving	5	\$21,000.00
Twin Districts	East Central Community College	Electrical Occupations	1	\$1,500.00
Twin Districts	East Central Community College	Health Related Occupations	5	\$13,254.07
Twin Districts	East Central Community College	Truck Driving	7	\$17,500.00
Twin Districts	Jones College	Health Related Occupations	49	\$117,502.00
Twin Districts	Jones College	Service Occupations	27	\$84,955.00
Twin Districts	Jones College	Truck Driving	22	\$35,200.00
Twin Districts	Meridian Community College	Building & Construction Trades	1	\$952.00
Twin Districts	Meridian Community College	Health Related Occupations	53	\$163,039.38
Twin Districts	Meridian Community College	Production Machine Occupations	2	\$3,884.00
Twin Districts	Meridian Community College	Truck Driving	14	\$43,707.28

All Local Workforce Development Areas

Local Area	Provider Name	Course Major	# of Participants	Total Amount
Twin Districts	Meridian Community College	Welding Occupations	1	\$2,942.00
Twin Districts	Mississippi Gulf Coast Community College	Academic Classes	4	\$9,105.00
Twin Districts	Mississippi Gulf Coast Community College	Business Occupations	14	\$36,971.05
Twin Districts	Mississippi Gulf Coast Community College	Computer Occupations	4	\$8,585.00
Twin Districts	Mississippi Gulf Coast Community College	Health Related Occupations	42	\$121,807.17
Twin Districts	Mississippi Gulf Coast Community College	Maintenance Occupations	2	\$6,000.00
Twin Districts	Mississippi Gulf Coast Community College	Welding Occupations	7	\$26,912.00
Twin Districts	Mississippi Truck Driving School, LLC	Truck Driving	1	\$4,200.00
Twin Districts	Pearl River Community College	Academic Classes	6	\$14,121.00
Twin Districts	Pearl River Community College	Business Occupations	1	\$2,235.00
Twin Districts	Pearl River Community College	Computer Occupations	1	\$4,500.00
Twin Districts	Pearl River Community College	Electrical Occupations	2	\$1,073.13
Twin Districts	Pearl River Community College	Health Related Occupations	70	\$174,412.81
Twin Districts	Pearl River Community College	Service Occupations	11	\$22,000.00
Twin Districts	Pearl River Community College	Welding Occupations	1	\$159.41
Twin Districts	University of Southern Mississippi	Service Occupations	4	\$19,000.00
TOTAL			1,374	\$3,537,467.22

Individual Training Accounts by Local Workforce Development Area

Delta Individual Training Accounts

Provider Name	Course/Major	Total Participants Trained	Total Budgeted Amount	Total Amount Per Provider	Cost per Participants
Ace Training Center, Inc.	Truck Driving	55	\$228,900.00	\$228,900.00	\$4,161.82
Alcorn State University School of Nursing	Health Related Occupations	3	\$11,336.00	\$11,336.00	\$3,778.67
Coahoma Community College	Health Related Occupations	25	\$63,492.80	\$63,492.80	\$2,539.71
CRW Truck Driving Training School	Truck Driving	31	\$126,500.00	\$126,500.00	\$4,080.65
Delta State University	Academic Classes	13	\$37,041.43	\$126,940.33	\$2,308.01
	Business Occupations	12	\$23,802.02		
	Computer Occupations	1	\$2,900.63		
	Health Related Occupations	29	\$63,196.25		
DSC Training Academy	Truck Driving	1	\$3,200.00	\$3,200.00	\$3,200.00
Hinds Community College	Health Related Occupations	2	\$5,314.90	\$5,314.90	\$2,657.45
Holmes Community College	Electrical Occupations	2	\$3,850.00	\$44,258.85	\$2,458.83
	Health Related Occupations	15	\$37,997.85		
	Maintenance Occupations	1	\$2,411.00		
Meridian Community College	Health Related Occupations	1	\$2,000.00	\$2,000.00	\$2,000.00

Delta Individual Training Accounts

Provider Name	Course/Major	Total Participants Trained	Total Budgeted Amount	Total Amount Per Provider	Cost per Participants
Mississippi Delta Community College	Electrical Occupations	4	\$11,011.10	\$268,405.41	\$2,396.48
	Health Related Occupations	90	\$218,289.31		
	Maintenance Occupations	1	\$1,630.00		
	Manufacturing	1	\$275.00		
	Service Occupations	4	\$14,400.00		
	Truck Driving	12	\$22,800.00		
Mississippi Truck Driving School, LLC	Truck Driving	21	\$88,200.00	\$88,200.00	\$4,200.00
Mississippi University for Women	Health Related Occupations	1	\$4,000.00	\$4,000.00	\$4,000.00
Mississippi Valley State University	Academic Classes	7	\$18,000.00	\$22,000.00	\$2,444.44
	Business Occupations	2	\$4,000.00		
Northwest Mississippi Community College	Electrical Occupations	2	\$4,250.00	\$55,516.87	\$2,220.67
	Health Related Occupations	23	\$51,266.87		
Phillips Community College UA-Helena Campus	Health Related Occupations	3	\$7,217.16	\$7,217.16	\$2,405.72
Truck Driver Institute, Inc.	Truck Driving	22	\$88,490.04	\$88,490.04	\$4,022.27
TOTAL		384	\$1,145,772.36	\$1,145,772.36	\$2,983.78

MS Partnership Individual Training Accounts

Provider Name	Course/Major Description	Total Participants Trained	Total Budgeted Amount	Total Amount Per Provider	Cost per Participants
Bevill State Community College	Health Related Occupations	11	\$19,912.00	\$19,912.00	\$1,810.18
Coahoma Community College	Health Related Occupations	2	\$3,296.50	\$3,296.50	\$1,648.25
CRW Truck Driving Training School	Truck Driving	16	\$40,000.00	\$40,000.00	\$2,500.00
Delta State University	Health Related Occupations	1	\$275.47	\$275.47	\$275.47
Delta Technical College	Truck Driving	1	\$2,500.00	\$2,500.00	\$2,500.00
Desoto Dental Institute	Health Related Occupations	1	\$1,500.00	\$1,500.00	\$1,500.00
East Central Community College	Electrical Occupations	1	\$1,500.00	\$9,500.00	\$1,900.00
	Health Related Occupations	2	\$3,000.00		
	Truck Driving	2	\$5,000.00		
East Mississippi Community College	Automotive Occupations	2	\$4,500.00	\$99,704.96	\$1,311.91
	Building & Construction Trades	2	\$4,500.00		
	Computer Occupations	1	\$3,000.00		
	Health Related Occupations	35	\$33,395.00		
	Manufacturing	9	\$6,190.00		
	Production Machine Occupations	3	\$4,000.00		
	Truck Driving	22	\$42,199.96		
	Welding Occupations	2	\$1,920.00		

MS Partnership Individual Training Accounts

Provider Name	Course/Major Description	Total Participants Trained	Total Budgeted Amount	Total Amount Per Provider	Cost per Participants
Holmes Community College	Building & Construction Trades	1	\$250.00	\$63,886.14	\$1,879.00
	Electrical Occupations	8	\$12,000.00		
	Health Related Occupations	25	\$51,636.14		
Itawamba Community College	Automotive Occupations	1	\$3,000.00	\$46,605.15	\$1,941.88
	Health Related Occupations	20	\$37,525.15		
	Truck Driving	3	\$6,080.00		
Jones College	Truck Driving	1	\$1,500.00	\$1,500.00	\$1,500.00
Meridian Community College	Health Related Occupations	9	\$16,965.04	\$16,965.04	\$1,885.00
Mississippi Delta Community College	Health Related Occupations	1	\$640.00	\$2,140.00	\$1,070.00
	Service Occupations	1	\$1,500.00		
Mississippi State Fire Academy	Fire Occupations	15	\$2,636.63	\$2,636.63	\$175.78
Mississippi State University	Computer Occupations	1	\$1,500.00	\$9,150.00	\$1,525.00
	Health Related Occupations	3	\$4,650.00		
	Transportation	2	\$3,000.00		
Mississippi Truck Driving School, LLC	Truck Driving	66	\$143,999.50	\$143,999.50	\$2,181.81

MS Partnership Individual Training Accounts

Provider Name	Course/Major Description	Total Participants Trained	Total Budgeted Amount	Total Amount Per Provider	Cost per Participants
Northeast Mississippi Community College	Academic Classes	1	\$766.01	\$63,568.85	\$1,816.25
	Automotive Occupations	2	\$4,500.00		
	Health Related Occupations	20	\$39,004.84		
	Production Machine Occupations	2	\$798.00		
	Truck Driving	10	\$18,500.00		
Northwest Mississippi Community College	Business Occupations	1	\$3,000.00	\$108,158.05	\$1,966.51
	Electrical Occupations	9	\$13,215.00		
	Health Related Occupations	29	\$67,158.05		
	Maintenance Occupations	1	\$3,000.00		
	Production Machine Occupations	2	\$4,500.00		
	Truck Driving	12	\$16,590.00		
	Welding Occupations	1	\$695.00		
OceanPointe Dental Academy of MS	Health Related Occupations	1	\$1,500.00	\$1,500.00	\$1,500.00
Truck Driver Institute, Inc.	Truck Driving	6	\$14,000.00	\$14,000.00	\$2,333.33
University of Mississippi	Academic Classes	2	\$2,980.00	\$2,980.00	\$1,490.00
TOTAL		369	\$653,778.29	\$653,778.29	\$1,771.76

Southcentral MS Works Individual Training Accounts

Provider Name	Course/Major Description	Total Participants Trained	Total Budgeted Amount	Total Amount Per Provider	Cost per Participants
Ace Training Center, Inc.	Truck Driving	30	\$126,000.00	\$126,000.00	\$4,200.00
Alcorn State University School of Nursing	Health Related Occupations	8	\$28,474.00	\$28,474.00	\$3,559.25
Copiah-Lincoln Community College	Health Related Occupations	21	\$45,885.49	\$49,865.49	\$1,994.62
	Welding Occupations	4	\$3,980.00		
CRW Truck Driving Training School	Truck Driving	25	\$105,000.00	\$105,000.00	\$4,200.00
Delta State University	Academic Classes	7	\$16,814.50	\$20,815.00	\$2,601.88
	Business Occupations	1	\$4,000.50		
Delta Technical College	Health Related Occupations	3	\$18,500.00	\$22,000.00	\$5,500.00
	Truck Driving	1	\$3,500.00		
Global Trucking Academy	Truck Driving	25	\$88,400.00	\$88,400.00	\$3,536.00
Hinds Community College	Automotive Occupations	2	\$2,955.95	\$102,138.60	\$1,823.90
	Building & Construction Trades	2	\$1,603.55		
	Business Occupations	3	\$6,333.75		
	Health Related Occupations	20	\$45,748.52		
	Maintenance Occupations	1	\$2,430.05		
	Miscellaneous Occupations	20	\$37,231.31		
	Service Occupations	6	\$4,076.10		
	Welding Occupations	2	\$1,759.37		

Southcentral MS Works Individual Training Accounts

Provider Name	Course/Major Description	Total Participants Trained	Total Budgeted Amount	Total Amount Per Provider	Cost per Participants
Holmes Community College	Business Occupations	1	\$2,290.71	\$49,086.56	\$2,727.03
	Computer Occupations	1	\$1,405.00		
	Electrical Occupations	4	\$7,200.00		
	Health Related Occupations	12	\$38,190.85		
Meridian Community College	Health Related Occupations	13	\$31,108.32	\$31,108.32	\$2,392.95
Mississippi Delta Community College	Health Related Occupations	1	\$5,136.95	\$5,136.95	\$5,136.95
Mississippi State Fire Academy	Fire Occupations	4	\$2,000.00	\$2,000.00	\$500.00
Mississippi Valley State University	Academic Classes	1	\$4,500.00	\$4,500.00	\$4,500.00
Pearl River Community College	Health Related Occupations	5	\$14,160.00	\$14,160.00	\$2,832.00
Southwest Mississippi Community College	Business Occupations	1	\$2,064.50	\$59,014.35	\$2,682.47
	Health Related Occupations	21	\$56,949.85		
University of Mississippi	Academic Classes	1	\$1,000.00	\$1,000.00	\$1,000.00
University of Mississippi Medical Center-Student Affairs	Health Related Occupations	1	\$3,000.00	\$3,000.00	\$3,000.00
University of Southern Mississippi	Service Occupations	1	\$2,500.00	\$2,500.00	\$2,500.00
TOTAL		248	\$714,199.27	\$714,199.27	\$2,879.84

Twin Districts Individual Training Accounts

Provider Name	Course/Major	Total Participants Trained	Total Budgeted Amount	Total Amount Per Provider	Cost per Participants
Ace Training Center, Inc.	Truck Driving	16	\$67,200.00	\$67,200.00	\$4,200.00
CRW Truck Driving Training School	Truck Driving	5	\$21,000.00	\$21,000.00	\$4,200.00
East Central Community College	Electrical Occupations	1	\$1,500.00	\$32,254.07	\$2,481.08
	Health Related Occupations	5	\$13,254.07		
	Truck Driving	7	\$17,500.00		
Jones College	Health Related Occupations	49	\$117,502.00	\$237,657.00	\$2,425.07
	Service Occupations	27	\$84,955.00		
	Truck Driving	22	\$35,200.00		
Meridian Community College	Building & Construction Trades	1	\$952.00	\$214,524.66	\$3,021.47
	Health Related Occupations	53	\$163,039.38		
	Production Machine Occupations	2	\$3,884.00		
	Truck Driving	14	\$43,707.28		
	Welding Occupations	1	\$2,942.00		

Twin Districts Individual Training Accounts

Provider Name	Course/Major	Total Participants Trained	Total Budgeted Amount	Total Amount Per Provider	Cost per Participants
Mississippi Gulf Coast Community College	Academic Classes	4	\$9,105.00	\$209,380.22	\$2,868.22
	Business Occupations	14	\$36,971.05		
	Computer Occupations	4	\$8,585.00		
	Health Related Occupations	42	\$121,807.17		
	Maintenance Occupations	2	\$6,000.00		
	Welding Occupations	7	\$26,912.00		
Mississippi Truck Driving School, LLC	Truck Driving	1	\$4,200.00	\$4,200.00	\$4,200.00
Pearl River Community College	Academic Classes	6	\$14,121.00	\$218,501.35	\$2,375.01
	Business Occupations	1	\$2,235.00		
	Computer Occupations	1	\$4,500.00		
	Electrical Occupations	2	\$1,073.13		
	Health Related Occupations	70	\$174,412.81		
	Service Occupations	11	\$22,000.00		
	Welding Occupations	1	\$159.41		
University of Southern Mississippi	Service Occupations	4	\$19,000.00	\$19,000.00	\$4,750.00
TOTAL		373	\$1,023,717.30	\$1,023,717.30	\$2,744.55

Statewide Individual Training Account (ITA) Types and Participants

The following tables identify the breakdown of ITA spending by Fund Source Category, Local Workforce Area, and by Occupational Training Type. These tables help demonstrate the diversity of both the areas served and the multiple training types for which funds were provided.

ITA by Fund Source Category

Fund Source Category	Number of Students Trained	Total Amount Spent
Adult	924	\$2,241,417.95
Career STEP	12	\$14,114.53
Dislocated Worker	345	\$1,051,447.41
NEG - Opioid	17	\$42,484.00
Out of School Youth	51	\$113,104.32
TANF Career Step	25	\$74,899.01
TOTAL	1,374	\$3,537,467.22

ITA by Occupational Training Type

Occupational Training Type	Number of Students Trained	Total Amount Spent
Academic Classes	42	\$104,327.94
Automotive Occupations	7	\$14,955.95
Building & Construction Trades	6	\$7,305.55
Business Occupations	36	\$84,697.53
Computer Occupations	9	\$21,890.63
Electrical Occupations	33	\$55,599.23
Fire Occupations	19	\$4,636.63
Health Related Occupations	676	\$1,621,738.74
Maintenance Occupations	6	\$15,471.05
Manufacturing	10	\$6,465.00
Miscellaneous Occupations	20	\$37,231.31
Production Machine Occupations	9	\$13,182.00
Service Occupations	54	\$148,431.10
Transportation	2	\$3,000.00
Truck Driving	427	\$1,360,166.78
Welding Occupations	18	\$38,367.78
TOTAL	1,374	\$3,537,467.22

ITA by Local Workforce Area

Local Workforce Development Area	Number of Students Trained	Total Amount Spent
Delta	384	\$1,145,772.36
MS Partnership	369	\$653,778.29
Southcentral	248	\$714,199.27
Twin Districts	373	\$1,023,717.30
TOTAL	1,374	\$3,537,467.22

Individual Training Account Approved Course Listing

ACADEMIC CLASSES

ALTERNATE ROUTE TO TEACHER'S LICENSE
BACHELOR OF BUSINESS ADMINISTRATION - GENERAL
BACHELOR OF SCIENCE IN AUDIOLOGY & SPEECH PATHOLOGY
BACHELOR OF SCIENCE IN BIOLOGY
BACHELOR OF SCIENCE IN EDUCATION - ELEMENTARY ED
BACHELOR OF SCIENCE IN EDUCATION IN ENGLISH
BACHELOR OF SCIENCE IN EDUCATION SECONDARY
BACHELOR OF SCIENCE INTERDISCIPLINARY STUDIES(K-8)
EMERGENCY MEDICAL TECH - BASIC
ENGINEERING TECH
INSTRUMENTATION TECHNOLOGY

AUTOMOTIVE OCCUPATIONS

AUTOMOTIVE SERVICES TECH. - ASSOCIATE
COLLISION REPAIR - 1 YR
INDUSTRIAL MAINTENANCE - ASSOCIATE DEGREE

BUILDING & CONSTRUCTION TRADES

CARPENTRY & CABINET MAKING 1 YEAR
CONSTRUCTION EQUIPMENT (OPERATOR)
ELECTRICAL - INTRODUCTION - ONE YEAR CERTIFICATE
PIPEFITTING NCCER APPRENTICESHIP LEVELS 1 - 2

BUSINESS OCCUPATIONS

ACCOUNTING TECH
BACHELOR OF BUSINESS ADMINISTRATION - ACCOUNTING
BACHELOR OF BUSINESS ADMINISTRATION - MANAGEMENT
BACHELOR OF SCIENCE IN ACCOUNTING
BUSINESS MANAGEMENT TECH - ASSOCIATE
BUSINESS OFFICE TECH. - CERTIFICATE

MARKETING MANAGEMENT
OFFICE SYSTEM TECH - ASSOCIATE
OFFICE SYSTEM TECH - CERTIFICATE
PROCESS OPERATIONS - 2 YEAR

COMPUTER OCCUPATIONS

BACHELOR OF BUSINESS ADMINISTRATION - COMPUTER INFORMATION SYSTEMS
CODING TECHNOLOGY
COMPTIA A+ WITH ITII FOUNDATION
COMPUTER NETWORK SUPPORT - ASSOCIATE DEGREE
COMPUTER NETWORKING TECHNICIAN -CERTIFICATE
COMPUTER PROGRAMMING (ASSOCIATE DEGREE)

ELECTRICAL OCCUPATIONS

ELECTRICAL LINEMAN
ELECTRICAL TECH - ASSOCIATE
ELECTRONICS TECHNOLOGY -ASSOCIATE DEGREE
INDUSTRIAL ELECTRONICS ENGINEERING TECHNOLOGY
FIRE OCCUPATIONS
DRIVER/OPERATOR 1002: PUMPER APPARATUS
FIRE FIGHTER 1001-I-II

HEALTH RELATED OCCUPATIONS

BACHELOR'S IN BUSINESS - HEALTHCARE ADMINISTRATION
DENTAL ASSISTING TECHNOLOGY - CERTIFICATE
DENTAL HYGIENE
HEALTH CARE ASSISTANT
HEALTH INFORMATION TECH
LPN HYBRID
LPN TO RN HYBRID

HEALTH RELATED OCCUPATIONS (CONTINUED)

MEDICAL ADMINISTRATIVE ASSISTANT CERTIFIED CMAA
MEDICAL ASSISTANT - CERTIFICATE
MEDICAL CLERICAL/BILLING CLERK
MEDICAL INSURANCE BILLING AND CODING
MEDICAL LAB
MEDICAL OFFICE TECHNOLOGY - HEALTH CARE DATA
NURSING
NURSING - ACCELERATED BSN ENTRY LEVEL AS 2ND DEGREE
NURSING - ACCELERATED TRACK LPN TO RN
NURSING - ASSOCIATE DEGREE (RN)
NURSING - BACHELOR OF SCIENCE (BSN)
NURSING - CERTIFIED NURSING ASSISTANT (CNA)
NURSING - LICENSED PRACTICAL NURSE (LPN)
NURSING - LPN - EVENING
NURSING EXTERN COURSE ASSOCIATE DEGREE NURSING
OCCUPATIONAL THERAPY
PHARMACY TECH
PHYSICAL THERAPIST ASSIST TECH
RADIOGRAPHY TECH - ASSOCIATE DEGREE
RESPIRATORY CARE
SONOGRAPHY / ULTRASOUND TECHNOLOGY - ASSOCIATE DEGREE
SURGICAL TECH - ASSOCIATE DEGREE

MAINTENANCE OCCUPATIONS

HEATING & AIR CONDITIONING - ASSOCIATE
INDUSTRIAL MAINTENANCE - CAREER CERTIFICATE
INDUSTRIAL MAINTENANCE - TECHNICAL CERTIFICATE

MANUFACTURING

COMPOSITE MANUFACTURE - AIRCRAFT
MANUFACTURING - BASIC SKILLS

MISCELLANEOUS OCCUPATIONS

MEDICAL DATA TECHNOLOGY - CAREER CERTIFICATE
MI-BEST BASIC ESSENTIAL SKILLS

PRODUCTION MACHINE OCCUPATIONS

MACHINE TOOL OCCUPATIONS - ASSOCIATE DEGREE
MACHINE TOOL OPERATOR - 2 YR CERTIFICATE
MECHATRONICS
MILLWRIGHT
PRECISION MANUFACTURING & MACHINE TECHNOLOGY
ROBOTICS - MANUFACTURING - CERTIFICATE

SERVICE OCCUPATIONS

BASIC LAW ENFORCEMENT TRAINING
CULINARY ARTS (CHEF & RELATED OCCUPATIONS) -CERTIFICATE
TRUCK DRIVER - ACCELERATED

TRANSPORTATION

FREIGHT BROKER/AGENT TRAINING

TRUCK DRIVING

CDL TRAINING
TRUCK DRIVER
TRUCK DRIVER - EVENING PROGRAM
TRUCK DRIVER - HAZMAT & FORKLIFT

WELDING OCCUPATIONS

WELDER - ASSOCIATES DEGREE
WELDING - CAREER CERTIFICATE
WELDING & CUTTING
WELDING BASIC

APPENDIX D

Title I. Supplemental Information

Individuals Served by Service Center

Basic Career Services - Basic career services are universally accessible and must be made available to all individuals seeking employment and training services. Generally, these services include services such as eligibility determinations, initial skill assessments, labor exchange services, provision of information on programs and services, and program referrals.

Individualized Career Services - Individualized career services must be provided to participants after WIN Job Center staff determine that such services are required to retain or obtain employment, consistent with any applicable statutory priorities. Generally, these services involve significant staff time and customization to each individual's need. Individualized career services include services such as specialized assessments, developing an individual employment plan, counseling, work experiences (including transitional jobs), etc.

Delta

Service Center	Basic	Individualized	Training	Total Individuals Served*
Batesville Northwest Community College	476	472	140	234
Bolivar County Community Action Agency	0	99	0	28
Clarksdale WIN Job Center	484	1136	102	256
Cleveland WIN Job Center	368	811	116	230
Coahoma Community College	0	145	0	23
Greenville WIN Job Center	655	464	118	281
Greenwood WIN Job Center	441	741	163	229
Indianola WIN Job Center	821	403	73	255
Lexington WIN Job Center	39	33	13	18
Mid State Opportunity, Inc.	0	130	0	18

Delta

Service Center	Basic	Individualized	Training	Total Individuals Served*
North Central Planning and Development District	0	207	0	33
Sunflower Humphreys County Progress	0	429	0	38
Vocational Rehabilitation	0	7	0	7
Warren-Washington-Issaquena-Sharkey Community Action Agency	0	416	0	65
DELTA TOTAL	3,284	5,493	725	1,704*

* Total includes unique individuals only. An individual may receive services through multiple service centers.

Mississippi Partnership

Service Center	Basic	Individualized	Training	Total Individuals Served*
Amory WIN Job Center	161	256	74	168
Attala County Kosciusko WIN Job Center	6	3	0	4
Calhoun County Schools	64	269	0	37
Calhoun County WIN Job Center	36	18	0	22
Corinth WIN Job Center	307	727	217	325
DeSoto County WIN Job Center	33	206	35	104
East Mississippi Community College	155	481	0	83
Golden Triangle Planning and Development District	158	702	0	82
Grenada WIN Job Center	841	409	49	182
Houston WIN Job Center	153	70	29	91
Itawamba Community College	96	406	2	55

Mississippi Partnership

Service Center	Basic	Individualized	Training	Total Individuals Served*
Iuka WIN Job Center	136	103	51	61
Louisville WIN Job Center	403	236	51	203
Marshall County Workforce Training Center	260	467	98	168
Mayhew WIN Job Center	702	1175	91	471
New Albany WIN Job Center	179	186	32	104
New Albany School District	26	70	0	19
North Central Planning and Development District	63	141	0	33
Northeast Mississippi Community College	148	535	0	80
Northeast Mississippi Community Services, Inc.	34	85	0	17
Northwest Mississippi Community College	148	659	0	82
Noxubee WIN Job Center	11	23	17	18
Oxford WIN Job Center	117	212	73	86
Pontotoc WIN Job Center	121	158	70	134
Pontotoc County School District	34	147	0	17
Senatobia WIN Job Center	4	231	9	94
Three Rivers Planning and Development District	58	183	0	31
Tupelo WIN Job Center	488	942	357	563
West Point WIN Job Center	77	57	0	72
MISSISSIPPI PARTNERSHIP TOTAL	5,019	9,157	1,255	3,307*

* Total includes unique individuals only. An individual may receive services through multiple service centers.

Southcentral MS Works

Service Center	Basic	Individualized	Training	Total Individuals Served*
Brookhaven WIN Job Center	205	132	51	119
Central MS Planning and Development District	16	176	50	172
Hinds Community College	22	53	0	22
Jackson — CMPDD	217	526	74	183
Jackson WIN Job Center	43	74	15	47
Madison County — Canton WIN Job Center	66	131	22	79
Madison County Youth Court — Jobs4Youth	0	32	0	17
McComb WIN Job Center	196	162	34	115
Natchez WIN Job Center	426	666	165	213
Pearl WIN Job Center	130	301	63	135
Refill Cafe Youth Program	0	5	0	5
Refill Jackson Initiative	0	2	0	2
Sunnybrook Children's Home	0	7	0	4
Vicksburg WIN Job Center	60	72	0	44
Vicksburg CMPDD	113	185	66	114
VOCATIONAL REHABILITATION	0	1	0	1
WCARC	0	2	0	2
Yazoo County Youth Court YES Program	0	10	0	9
SOUTH CENTRAL MS WORKS TOTAL	1,494	2,537	540	1,213*

* Total includes unique individuals only. An individual may receive services through multiple service centers.

Twin Districts

Service Center	Basic	Individualized	Training	Total Individuals Served*
Carthage WIN Job Center	162	219	7	134
Choctaw WIN Job Center	0	71	0	25
Columbia WIN Job Center	304	854	40	225
East Mississippi Community College	74	184	0	37
Forest WIN Job Center	438	731	21	302
Gulfport WIN Job Center	953	1,050	275	521
Hancock County – Bay St. Louis, Waveland	12	55	17	46
Hattiesburg WIN Job Center	782	1,821	70	428
Jones County College	60	164	0	32
Laurel WIN Job Center	90	584	127	296
Meridian WIN Job Center	1,939	1,197	68	459
Meridian Community College	37	92	0	22
Mississippi Gulf Coast Community College	194	379	0	140
Pascagoula WIN Job Center	160	864	410	465
Pearl River Community College	8	49	0	33
Philadelphia WIN Job Center	1	185	0	58
Picayune WIN Job Center	240	2,528	29	307
South Mississippi Planning and Development District	122	349	0	89
TWIN DISTRICTS TOTAL	5,576	11,376	1,064	3,398*

* Total includes unique individuals only. An individual may receive services through multiple service centers.

Individuals Placed by Service Center

The number of individuals placed in a job through Workforce Development Centers.

Delta

Service Center	Participants Placed
Batesville	71
Cleveland	88
Indianola	58
Lexington	0
Belzoni	0
Clarksdale	183
Greenville	87
Greenwood	167
TOTAL	650*

Southcentral MS Works

Service Center	Participants Placed
Mendenhall	0
Pearl	33
Canton Call Center	0
McComb	27
Natchez	50
Vicksburg	17
Jackson WIN Job Center	18
TOTAL	201*

Mississippi Partnership

Service Center	Participants Placed
DeSoto Co WIN JC	0
Louisville	31
West Point	2
Iuka	50
Marshall County WJC	0
Oxford	1
Houston	3
Pontotoc	43
New Albany	2
Amory	28
Calhoun County WIN Job Center	9
Mayhew WIN Job Center	4
Corinth	19
Grenada	33
Tupelo	22
Attala County Kosciusko WIN Job Center	0
TOTAL	247*

Twin Districts

Service Center	Participants Placed
Picayune	26
Columbia WIN Job Center	55
Carthage	5
Forest	33
Newton	0
Philadelphia	19
Choctaw WIN Job Center	0
Hattiesburg	24
Laurel	9
Meridian	10
Pascagoula	164
Gulfport	36
Hancock Co Bay St Louis Waveland	0
TOTAL	499*

* Totals include unique individuals only. An individual may receive services through multiple service centers.

2020 Workforce Innovation and Opportunity Act Annual Report
presented by the State Administrative Entity for WIOA in Mississippi

Submitted December 1, 2021 by



MISSISSIPPI DEPARTMENT *of* EMPLOYMENT SECURITY

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